BIRD'S NEPONSET REVIEW

VOLUME XVI - 1928

AXEL H. ANDERSON, AUDITOR

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BIRDS
Illustrated
REVIEW

Autumn Number
1927 - 1928

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Massachusetts

HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE "DIVER" A FAMOUS INN ON THE OLD POST ROAD BETWEEN BOSTON AND PROVIDENCE

Holiday Number

1927 · 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR. Western Mgr., RALPH W. WESTCOTT Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago,

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Pittsburgh, Richmond, St. Louis, St. Paul.

BIRD'S NEPONSET REVIEW

Vol. XVI HOLIDAY NUMBER No. 1

Our President's Message

It is fitting at this time to pause in our day's occupation and again pay tribute, although it must be a silent one, to our late President, Charles Sumner Bird. What better way to do this than to read once more, a recent Christmas message of his, written for the Neponset *Review*. It breathes the spirit of the man we knew, respected and loved.

"One test of our business is the human fruit it develops—the character and the spirit of our workers from the top to the bottom of the ladder. If our business helps to make the home life in this community happier and more useful, if our material prosperity is reasonably and fairly distributed among our different units, then, and then only, can we claim to have laid the foundation of an enduring and worthy business organization. We must not be rich in cash and merchandise and other material possessions and yet be poor in meritorious deeds of love and charity.

"Friends, the spirit of comradeship and of co-operative endeavor has been the greatest asset in the upbuilding of our business. That spirit pervades our organization today to a greater degree than ever before and that is why I have great confidence in our future success."

Yes, Mr. Bird had confidence in our future success and faith in our organization. It was one of his supreme satisfactions during his long illness, that the business to which he had devoted his long life was carrying on so successfully. He used to ask—"How do you account for it?" My answer was—"Do you know of any other organization like ours? I don't"; and (you will forgive me if it seems like boasting and remember that this is only written "just between ourselves") there isn't any other organization in the whole world that is just like ours. We can all be proud of it without being at all conceited.

This business has been built surely and slowly. It has been built on the solid foundation of the principles expressed by Charles Sumner Bird in his Christmas Message to us. Nothing can

shake such a foundation, and we can go on building, sure in its stability.

A great trust has been left us. The responsibility is ours. The work is ours—workers all and all working for the best interests of all. Let us go forward with high courage, cherishing and clinging to the old high ideals, with minds open and alert for new enterprises.

Many expressions of good will and best wishes have come to me. They are deeply appreciated. They cannot be accepted as personal, but have been acknowledged in behalf of our whole organization.

Let me extend to everyone—A Merry Christmas and A Happy New Year.

Philip R. Allen

From Elmer H. Bartlett, Vice-President

THIS is the season for reviewing and looking ahead in the business world. When meditating over the important events of the year just closing, the one foremost (and I dare say this is true with all of our associates) is the passing of our highly esteemed President, Charles Sumner Bird.

Through his great efforts and sterling character we are today one of the leading manufacturers in this country in our respective lines. By his guidance, supervision and foresight, a policy was inculcated into our very being, that can never cease so long as we, his pupils, are at the helm.

We today are under the same spell as any group of workers whose every effort has been to produce quality products. We simply cannot change our ways to make inferior or cheap materials. I am sure that if our customers with whom we have dealt have had confidence in us in the past, they will have that same confidence in the future.

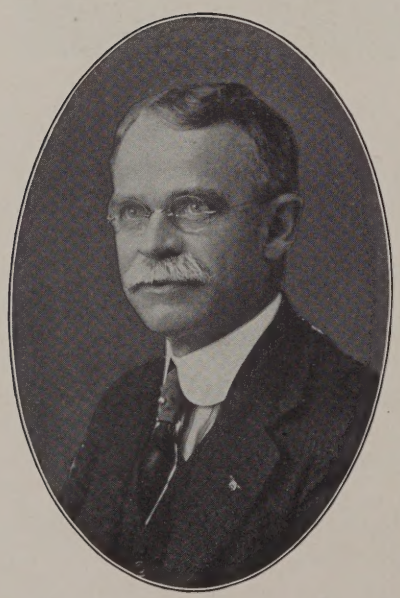
Trade is running more and more to mass production, and while no doubt competition will continue to be keen, there is every indication that the old orgy of price cutting and selling without profit has reached the stage where, of necessity, it must stop. Industry must operate at a profit to long exist. We believe that industries are learning that stabilization does not come from competitive price slashing.

We have faith and confidence in our ability not only to hold the trade we have but, through increased service, production and sales, to strengthen our relations with old customers, and make new ones.

A Merry Christmas and a Happy
and Prosperous New Year to everyone.

Elmer H. Bartlett

From George R. Wyman, Vice-President



IF I had been tutored by our good friend and associate, P. H. Bailey, I would start this article with the saying that "1927 is going out with a bang."

I had no idea the day before writing this article that I would say anything along this line, but a request came from the Sales Department to know if we could load 360 cars during the balance of the month at the Norwood plant, and the next request was from the plant, to know if there was any objection to working Christmas Day. This shows the fine spirit that governs departments in our organization—everybody is trying to do his part, even though it means nights, Sundays, or Christmas. Of course, we are not going to work Christmas Day and, of course, we can load 360 cars, and then some, as long as we are fortunate enough to have the orders.

This is typical of our general condition at the end of the year. We have already produced and shipped more tonnage this year than in 1926, and this is what we went out to do. My congratulations are hereby publicly handed to the Sales Department and to each and every Manufacturing Division for the splendid work which has been done in making 1927 the largest year ever for Bird & Son.

During the year many improvements have been made which tend to increase quality and production. As we all know, our late President, Mr. Bird, always urged that we keep quality first. His insistence on the question of quality will be followed out and handed down as one of the traditions of our institution.

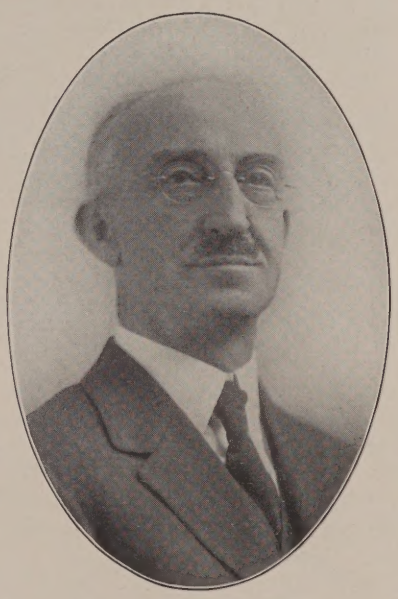
We little thought a year ago, even though he had been ill for a long time, that he would not be with us to go over the accomplishments of the year as was his custom about this time. We miss his cheering words and sympathetic counsel, but none of us could wish him back to go through the days of ill health which he knew, better than anyone else, lay before him. His ideals and policies were so firmly laid down in our organization during the long period of his active association with it that they have become an actual part of the business and I am sure that, while it is not possible for him to be here in body, he is with us in spirit.

Within a few days, we will close the book on 1927. Let us start 1928 with a full determination that we will beat 1927 on every count and that we will put in the background any question of New England slipping so far as our organization is concerned, and thereby do our part.

A Merry Christmas and a
Happy New Year to you all.

George R. Wyman

From Herbert H. Miller, Secretary-Treasurer



SOMETHING over a year ago, when I discussed with Mr. Bird general conditions and said that business looked pretty good for the next few months, but after that I did not know what they would be, I cannot help but recall the remark he made—"Conditions mean nothing to me. What I am interested in is producing quality goods and giving service. These, plus everybody being on his toes, will produce results."

To me it was a story complete in itself. The results of this year which, on the whole, have been very good, justify this statement as exemplified in the optimism and the forwardlooking program that has been carried out.

If we stick to the manufacture of quality products, pay strict attention to service and work in full cooperation with our customers, we cannot help but move forward with confidence in our business and in ourselves. It is only through careful consideration of all problems that enter into a business like ours that we can hope to cope with the unusual competition conditions existing today.

A verse comes to mind that represents the spirit of true progress —"I had much rather be buried in the grave of defeat than never to have gone forth to battle."

A Merry Christmas and
A Happy Every Day!

Herbert H. Miller

OFFICERS AND DIRECTORS ELECTED

DURING November the stockholders of Bird & Son voted to increase the number of directors from three to nine, and elected the following men as directors in the company: Philip R. Allen, Elmer H. Bartlett, Charles S. Bird, Jr., George D. Dutton, George C. Lee, John R. Macomber, Herbert H. Miller, Howland Twombly, George R. Wyman.

Following this action, the directors elected the new officers of the company: Philip R. Allen, President; Elmer H. Bartlett and George R. Wyman, Vice-Presidents; and Herbert H. Miller, Secretary and Treasurer.

Our officers are all men of long service with Bird & Son and have worked their way up to their present positions by outstanding ability demonstrated through hard work.

The *Review* is very glad to record these elections and to declare, on behalf of all the Bird workers, faith and confidence in the new officers.

Officers and Directors of Bird & Son, inc. Front row: John R. Macomber, Charles S. Bird, Jr., Herbert H. Miller. Second row: Howland Twombly, Elmer H. Bartlett. Top row: George C. Lee, George D. Dutton, Philip R. Allen, George R. Wyman.

The new executives will find the same spirit of cooperation behind them as has existed in past years.

Mr. Allen, our new President, is a native of Walpole and has always made his home here. He attended the Walpole schools, Phillips-Andover Academy and Yale University.

He entered the employ of Bird & Son on September 15, 1898. His ability was recognized by Mr. Bird and he was soon promoted to a salesman's position. Within a few years Mr. Bird turned over the whole problem of distribution to him. In 1913, when a partnership was formed, Mr. Allen was admitted as a partner in the business, and in 1918, when Bird & Son was incorporated, Mr. Allen was elected vice-president and held that position until Mr. Bird's death. He is an executor and trustee of Mr. Bird's estate.

For the last two years, during Mr. Bird's illness, Mr. Allen has been the directing head of the institution, and is preeminently fitted to assume his responsibilities.

In addition to his connections with Bird & Son, inc., he is president of Building Products, Ltd., Canada (formery Bird & Son, Ltd.,) and is a member of the Federal Reserve Bank of Boston, which position he has held for nine years.

George R. Wyman, vice-president and manufacturing manager, joined the company over forty years ago on March 17, 1887. He came to work as a machinist, from his father's shop in South Boston, where he had learned his trade.

Through the ensuing years, as the physical expansion of the plants took place, and countless new manufacturing problems arose, Mr. Wyman found himself becoming more and more closely associatied with this growth.

He became superintendent of the Box Shop in 1892. Much of the experimental work in the development of new products and new machinery was done by Mr. Wyman. In 1911 he was appointed Manager of Manufacturing in the Norwood and Hamilton Plants, in addition to his work as superintendent of the Box Factories in East Walpole. In 1915 he became general manufacturing manager in charge of all the plants at East Walpole, Norwood, Phillipsdale, Hamilton and Pont Rouge.

His long and intimate associations with our plant and production problems provides him with a wealth of knowledge and experience to carry out the manufacturing policies of the company along progressive lines.

Elmer H. Bartlett, vice-president and manager of the Special Papers Sales Division, is the oldest in point of service of the officers. His connection with the company began August 25, 1885, when he came to work as an office boy in the little one-room office that housed the entire executive force of F. W. Bird & Son at that time. Mr. Bartlett has filled the positions of timekeeper, paymaster, bookkeeper, order clerk and many others, covering at one time or another about all the various tasks in the office.

Mr. Bartlett has been active in the distribution end of all our products, and with the growth of our business and the establishing of our sales divisions, it was quite natural that he should become Sales Manager of the Paper Division, which position he has held for several years.

Mr. Bartlett, with a capacity for hard work, close application and selling ability, together with his long association and knowledge of the company and its policies, is admirably fitted for his position of vice-president.

Herbert H. Miller, secretary and treasurer, retains the position that he has held so capably during the past ten years. His connection with Bird & Son covers a period of more than twenty-five years since he came to work here as bookkeeper in February, 1902.

(Continued on Page 18)

A REVIEW OF THE YEAR

This article will sketch for you the year's progress in the various divisions of our business. Some space has been given also, in word and picture, to describing the functions of some of the departments, and to telling something of conditions and future prospects in the four industries represented by our divisions of Building and Roofing, Floor Covering, Boxes, and Special Papers.

In all of these divisions, Bird & Son are among the pioneers. Starting as a paper mill, later developing special paper products, then paper boxes, later asphalt roofing products, and still later floor coverings, this company was always among the first to produce these goods.

Acting always on a policy of "quality products," Bird & Son has risen to and continues to hold a position high among the leaders in the paper, box, roofing and floor covering fields.

BUILDING AND ROOFING

THE use of asphalt roofings is increasing year by year, since they provide great resistance to fire, are waterproof, durable and of increasingly attractive appearance—all at a cost well within the reach of the average home builder. Appearance has become an increasingly important factor, and is being met by the use of natural colored slate in attractive single tints, and in harmonious color combinations.

Bird & Son is closing the year with a substantial gain in the sales of roofing. Sales are gratifying because new building has declined somewhat this year; competition has grown sharper; many new styles and colors have been put on the market. But December 31 will see the fulfilment of its prophecy in last year's Holiday *Review* that we would enjoy the usual increase over the previous year's sales.

The report of the Western Division, coming from our Chicago Plant and Office, gives added support to this optimism. Chicago reports a substantial increase in the number of dealers on its books. This indicates that confidence in us by the ones on whom we depend for sales of our materials to the consuming public is spreading to an ever increasing number.

"In the long run it is the attitude of the final user which makes for the success or lack of success of a manufacturer. The good opinion of the public with whom our salesmen come in contact is a great asset and one which we are striving mightily to secure. This is one of the reasons why we are so careful in the selection of our salesmen. A salesman must be more than an order-getter. Our salesmen must live up to the standard of character set by the fine traditions of Bird & Son. Our salesmen are our representatives whom dealers and builders are constantly meeting. They are a great influence in forming a public opinion of this company."

From the Manufacturing come reports of constant effort to improve products and service rendered to customers. The year has been an unusual one in the peak demands put upon the mills to satisfy the requirements for roofing products. New records have been made in shipping, both on total quantity, and the number of tons shipped per day.

At the Norwood plant changes and improvements have been made by the addition of a large warehouse, new and larger quarters for the

In 1927, the BIRD Roofing Mills produced sufficient asphalt roofings to cover over a quarter of a million homes of average size

Where Floor Covering designs are produced

Maintenance department, the elimination of all manual labor in loading trucks by the use of over 2000 skids, moved by electric trucks, so that nearly 6000 tons of roofing can be in storage in the warehouse at one time, and can be carried to cars without manual labor at any time until the final loading of skids in the railroad car.

New machinery was installed during the year for the manufacture of cements and roof coatings. The quality of these materials has been established at high standards and in consequence the volume of this business has been greatly increased.

The old "Kettle House," long famous for its mysterious heat chambers, gas flues, asphalt ladles and complex piping, has been dismantled to make room for expansion. Thus passes into history a discarded method of manufacture, which has been replaced by modern equipment.

Many improvements have been made in the yard and around the plant in general. A new bridge over the river and a new sewerage system, and much grading and making of lawns has improved the appearance of the yard. A huge reservoir for the fire pump and a pressure tank for the automatic sprinklers has added greatly to fire-prevention facilities. A new system of artesian wells for cooling water has been put into successful operation.

The Chicago plant also reports an important advance in its manufacturing.

"In order to improve our product we have just completed the installation of an automatic oil equipment. This makes it possible for us to turn out a better grade of slate surfaced roofing and shingles than at any time in the past. In fact we feel that the quality of our product, though we have always set a high standard, is today just a little better than it has ever been before. It is our constant aim and effort not only to maintain those standards, but to carry on research work that will enable us to improve them if we can."

In conclusion, the Roofing division, both East and West, feels sure that while 1928 may bring a slight decrease in new building, and will surely witness severe competition, that we will meet it successfully, and even increase our sales through improved sales methods, improved distribution, additions to the line of asphalt shingles, all of which we are in a better position to furnish than ever before, and finally, by the momentum which we have gained in the preceding successful years.

FLOOR COVERING

THE Floor Covering division reports that the hard surfaced floor covering industry has undergone some far reaching changes during the last twelve months.

"The most important of these changes, from our point of view, has been the very rapid inroad which felt base has made upon printed linoleum. Most people have thought for some time that this condition would eventually arise, but few expected to see it come so soon."

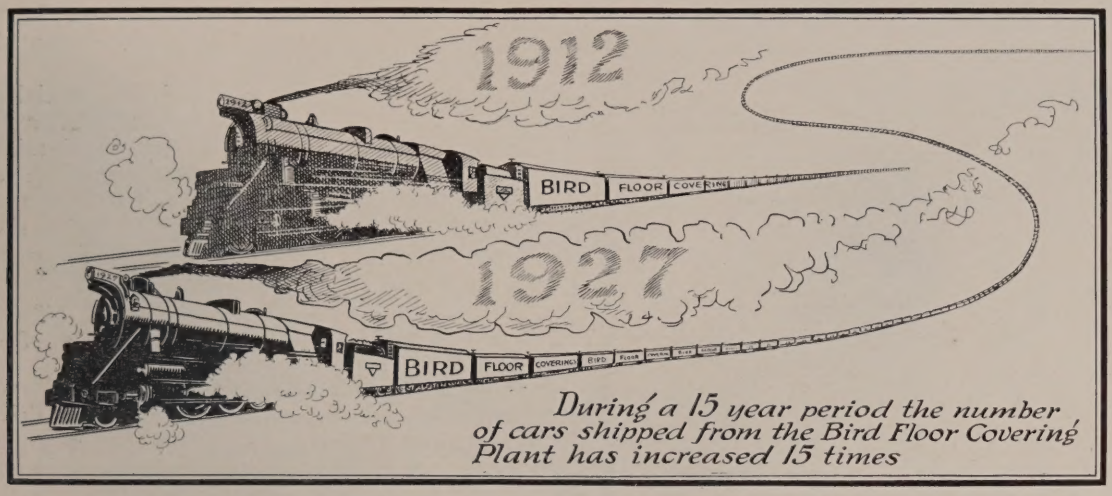
One of the indications of this change can be found in the actions of the linoleum manufacturers themselves. It has only been within a comparatively short time that linoleum and felt base have both been made and sold by the same manufacturer. A few years ago linoleum manufacturers made linoleum only, and were very outspoken in their criticism of felt base. Today several manufacturers produce both products. In fact, some of the older linoleum manufacturers are devoting particular emphasis in their sales policies, advertising, etc., to felt base.

"Felt base floor covering as a product has become well known and generally accepted by the public. Price reductions on felt base rugs have brought them within reach of a number of people who could not afford to buy on the old basis. An entirely new and broader market has been opened.

"We ourselves have done a much larger business this year in square yards than ever before. This same condition holds true of the felt base manufacturers in general. Although the replacement of printed linoleum and the lower prices on rugs have increased the sales of felt base floor covering, a large potential market still exists."

Other changes have occurred which have no bearing on market possibilities, but which are interesting in themselves. In the matter of designs, for instance, tremendous progress has been made during the last year. Ever since we originated felt base floor covering, the designs have been of a geometrical nature, having repeats of the pattern at regular intervals. Of late, however, the taste for more original and irregular patterns has become pronounced, with the result that manufacturers today are making types of patterns which were believed impossible two or or three years ago.

Another interesting development is the change



in popularity of colors. A short time ago blue was the leading color. Today blue has dropped to third place, tans and grays heading the list. Green, which a short time ago was unheard of in hard surfaced floor coverings, has lately become extremely popular. The average woman's taste demands decorative and artistic effects in floor coverings today, whereas in the past it was largely a matter-of-fact selection from standard tile or inlaid types of designs.

Looking now at the Manufacturing report of the year, we find the development there of floor covering having a finer and smoother surface which has assisted in bringing out the attractive qualities of various new tile designs. This new surface also perfects one already very easily cleaned.

"A steady increase in the production of floor covering has been maintained, so that we find we are again exceeding the shipments of the previous year at about the end of the tenth month. This is a very good record of steady growth and improvement."

To the visitor at the plant, the improvements and enlargements would not be so obvious as in some previous years when we have been carrying on a large amount of construction. Our operations in all departments have been improved, primarily in points of quality and waste. At the same time quality and production have been increased, where studies have shown this possible.

The interest of our foremen, and in turn that of our men, has been promoted through the working of the Foremen's Club, which was organized in 1926. This has given our foremen a knowledge of the aims and purposes which are to be carried out, with a more definite idea than at any previous time as to their particular part in making up a good working organization. To them is due credit for the work which has been accomplished during the year.

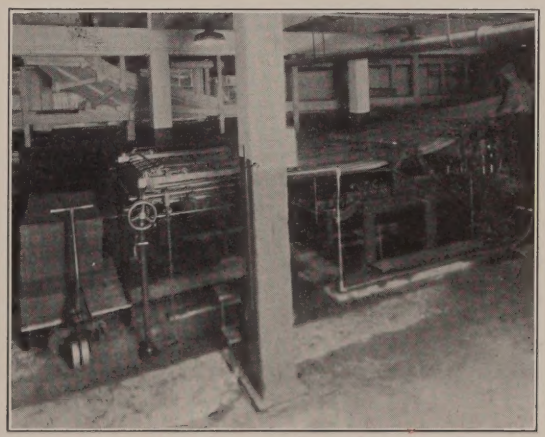
Our Sales department confidently states that the felt base industry is in better shape now than it has been for some time. Prices on the better brands are stabilized. This fact in itself has resulted in greater confidence among buyers. Retail and wholesale stocks are small. The practice of hand to mouth buying has kept the merchants' stocks in a liquid condition, and has helped them to make a more satisfactory rate of turnover.

"All things considered, we anticipate a very satisfactory floor covering business during 1928."

BOX DIVISION

AS a large part of the raw material for making box board is waste material, old papers for chipboard, and straw for the strawboard products, the Box Industry can be considered to be, as can the others of Bird & Son's industries—Floor Covering, Roofing and Special Papers—on a solid foundation—the utilization of waste materials to make staple products.

The larger part of our boxboard production goes into Corrugated and Solid Fibre Shipping cases. The use of this type of shipping container



One of the new Miehle presses for printing Shoe Cartons

has shown a tremendous increase during the last ten years all over the country. Bird & Son has shared in the production of such cases to meet this increase.

There are several sound economic reasons for the growing use of paper shipping containers. These include a saving in cost compared to the wooden case; a saving in weight, which results in a saving in freight bills; a saving in storage space, since the case is shipped flat; a saving in claims for concealed loss, since the case can be sealed.

"If all shipping boxes today were made from wood, the demand would be such as to make the cost almost prohibitive. Some large shippers have gone so far as to say that if the Fibre box were eliminated it would be impossible for them to market their product."

Our Shoe Cartons, Tack and Screw Boxes and Flower Pots are all boxboard productions coming under the same classifications.

"Having in mind these facts we cannot help but feel that the industry is on a solid foundation, and we, as part of that industry, can look forward to constantly increasing demands for our Box products."

The past year saw several important changes both in the equipment and in the nature of the business in the manufacturing end of the Box Division. A very noticeable change was the increased demand by customers for speedy delivery. Hand-to-mouth buying has pervaded every field.

To cope with this new situation, a special department was organized whose sole function it is to see that service to the customer is maintained.

In our shoe carton department changing needs of our customers necessitated the installation of a complete new line of equipment including sheet cutters, and a one and a two color Miehle presses, and Miehle cutter and creaser.

In our corrugated department, more specialty work was taken on which introduced new problems in production.

Additional shipping facilities were added and a change made from hand trucks to motor driven tractors and trailers. The shipping department for No. 2 Box Shop is now installed in its new quarters in the new building.

SPECIAL PAPERS

THE standing of this division during the past year has been quite gratifying, which can only be accounted for by steady, persistent labor, more painstaking than ever in all details, to give quality, service and helpfulness in all our business dealings.

During the year we receive many inquiries in the Special Paper Division for different papers or paper articles which are entirely foreign or out of our line. We always make it a point on such an occasion to find out who is the best and nearest New England manufacturer of such goods, and then refer the inquirer to the proper party, or write to the manufacturer direct.

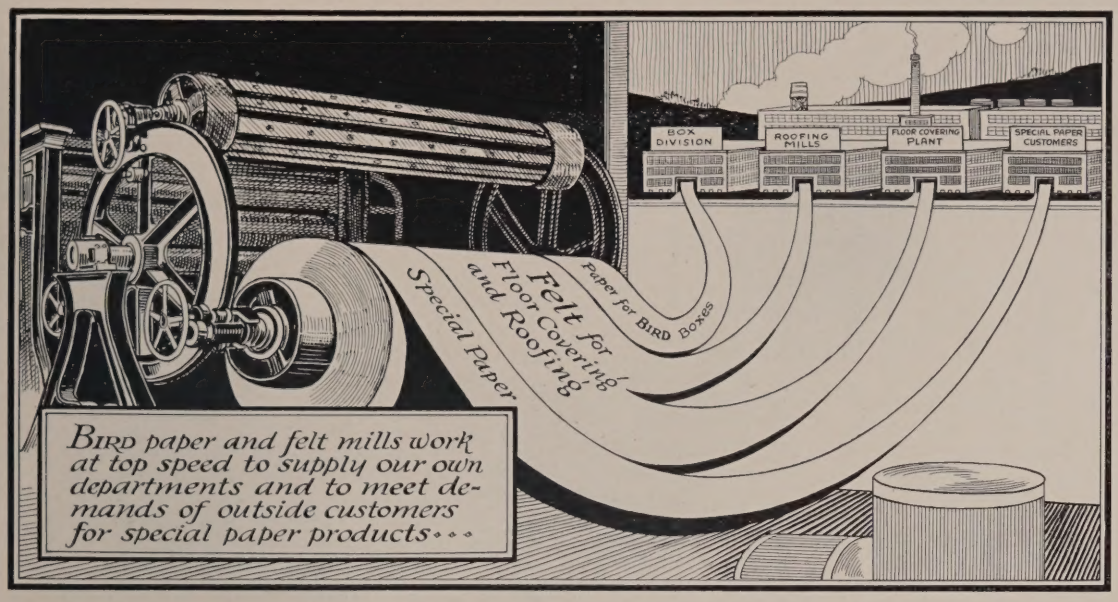
Even our competitors receive such data from us and their acknowledgements shown an entirely different and appreciative spirit than was manifest not so many years ago.

The outstanding improvement in 1927 at the Main Mills at East Walpole was the completion of the four-story fireproof maintenance and storage building, which has been described elsewhere. This, together with the extension of the building housing No. 2 Machine, gives our mill yard a modern touch and enables us to improve the appearance of the yard by providing a concrete road and ample grass plots.

The extension to No. 2 Paper Machine modernized that machine by electric drive, magnetic clutches, worm gear drives, up-to-date vapor absorption system and new Moore and White winder. No. 3 Machine was also electrified.

No. 5 Machine continued at high production and set up a new record of over 123 tons per day. No. 4 Machine is being given new life by a modern new Fourdrinier part and the completion of the replacement of the old flat screens by Bird Screens.

A new tractor house with added charging equipment was built in the space formerly occupied by drainers. Further motor-driven equipment was


BOX DIVISION
ROOFING MILLS
FLOOR COVERING PLANT
SPECIAL PAPER CUSTOMERS
Felt for Floor Covering and Roofing
Special Paper
Paper for BIRD Boxes
BIRD paper and felt mills work at top speed to supply our own departments and to meet demands of outside customers for special paper products

added, replacing many hand trucks.

Surplus equipment at our finishing mill has been utilized to manufacture gummed Kraft for all our own uses in finishing our many products.

Our No. 1 beater room has been completely electrified, and some of the beaters rebuilt.

Many of the changes made do not affect the productive capacity, but make for more efficient operation. We have ample capacity to meet the demands of our own divisions and of outside customers, and there is still room for expansion should the demand continue to increase as it has yearly.

During the year the Foremen's Club met regularly, and much good came from the course conducted by the foremen themselves.

Our Phillipsdale mill completes the year with a record for continuous running with no idle time.

Many changes have been made to improve quality and reduce costs. A Toledo continuous weighing scale has been installed to give better control of the weight of felt. The rewinder drive has been separated from the machine drive. We installed a new metal hood and extended the vapor absorption system.

The replacement of the old beaters by new iron tubs was completed, and a new cement floor in the beater room was put in. A new waste water system with Bird Save-Alls has just been completed. Vickery Doctors have been placed on more of the driers and on the presses.

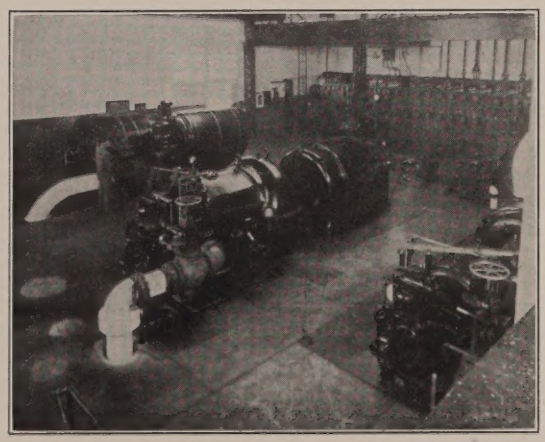
A new two-ton Shepard crane has been installed from the machine room to the shipping tracks to facilitate handling the large flooring felt rolls.

A new high peak for production was reached by the Phillipsdale machine during the year.

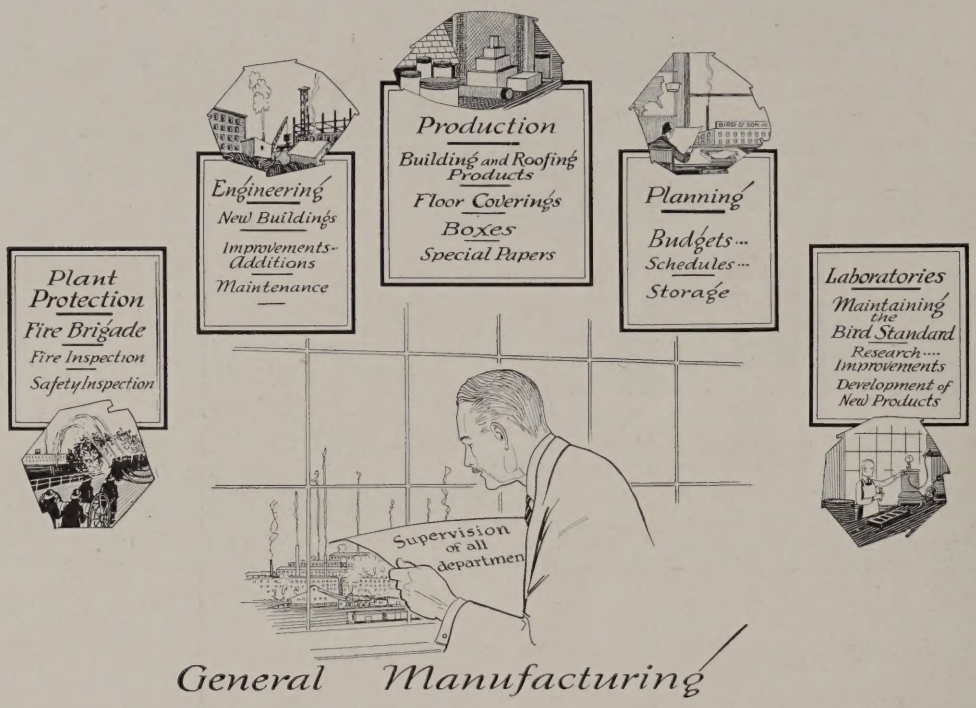
GENERAL MANUFACTURING

THE outstanding accomplishments of the various production departments are recounted under the various divisions of our business, but there are certain functions and certain items of interest that apply generally to all manufacturing departments. These functions come under the direction of the General Manufacturing department.

Foremost among the agencies that help to keep Bird & Son progressing and growing are our laboratories. During the past year, our central laboratory moved into its new quarters in the new building which replaced several obsolete structures. The laboratory has been provided with modern furnishings, and the latest and best equipment both for the control of quality and the development and research.



Part of the Turbine Room, furnishing electric power to our mills



Through the operation of the planning department, our planning and scheduling department, we have been able to complete the year with steady employment and a minimum of idle time. As an example of the results that can be obtained by careful planning we may cite the scheduling of our Phillipsdale mill so that we get a complete turnover of stock every six days, or at the rate of 50 times per year.

Control of expenses, wastes and labor costs has been furthered by a close cooperation between our cost and analyzing department and the foremen.

The physical growth of the plants, the improvements, the maintenance of all buildings, equipment, machinery, etc., in first-class condition, and the furnishing of power for production are among the duties of the Engineering department.

Many of the accomplishments of this department during the past year are covered in the various divisional stories.

One of the outstanding jobs completed during 1927 was the four-story maintenance and storage building which was started in 1926 and completed early in the year. This building provides quarters for the maintenance departments, headquarters laboratory, maintenance stores, draughting room, waste water pumps, and No. 2 Box Shop Shipping department, giving excellent and adequate quarters for all, and providing needed additional storage space.

As an addition to the improvements in the mill yard after the completion of the maintenance building and the extension of No. 2 paper machine, a concrete roadway with grass plots and a railroad loading platform was built. This improvement presents a remarkable contrast to the former yard layout.

During the late summer work was started on the reconstruction of the dam at the Main Mill. Woodwork was removed and replaced with reinforced concrete and improved cast iron gates. This installation gives a safe and permanent structure for the regulation of water in the pond.

One of the most difficult pieces of work done during the year was the replacement of an old economizer in the boiler room. This required the removing of the old machine and the installation of a new one. As the work was conducted 30 feet above the floor level and all parts were extremely heavy, the work was particularly hazardous, but was successfully carried out. Other improvements were made at the same time, all of these helping towards the more efficient production of steam power.

Extensive changes were made in the turbine room this year. The turbine room now supplies a greatly increased measure of electric power for our motor-driven machinery, and does it more efficiently than ever before.

In summing up, the Engineering department reports more than twenty major tasks completed or put under way during 1927.

PURCHASING AND TRAFFIC

TO the Purchasing and Traffic department fall two important duties—the purchase of quality

supplies in the most advantageous market, and the provision of dependable transportation for raw products and materials coming in, and finished goods going out.

These two things this department has continued to do during the past year. We continue to maintain our standing as the largest shippers on the New Haven, from the standpoint of total revenue paid to the road.

May of this year was a record month in the history of the company, when a total of 1549 cars were moved in and out of the East Walpole and Norwood plants. By the close of the year 16,520 cars will have been handled, containing fuel and raw materials incoming, and finished products outgoing.

The Purchasing department's duties vary but little. The Bird & Son policy of quality products places on its shoulders the responsibility of supplying raw materials of standard quality, and of seeing that all the hundreds of supply items used throughout the mills and offices are up to specifications and doing what they are supposed to do.

GENERAL OFFICES

IN order that the reports of the various divisions and offices may be complete, we turn now to what might be called the "administrative staff," to hear their reviews of the year's accomplishments.

"The Sales Managers of each of the various divisions of Bird & Son are justified, as they look back over the results attained in 1927, in feeling that their respective departments have accomplished results which are a credit to the organization, in volume of sales, in profits, in the strengthening of the bonds with old accounts, the creating of pleasant relations with new ones, and the general increase of good will with all with whom we come in contact and with many who know of us only indirectly," declares the General Sales report.

"However, there is a real danger in achieving the success which has come to us in recent years and that is lest we allow ourselves to be lulled into a sense of false security and satisfaction. Many a game or race has been lost by a feeling of overconfidence, or under-estimating the ability of an opponent."

"We cannot afford to slacken our efforts one iota. In spite of the excellent showings which have crowned our endeavors in the past, there are still far larger markets to conquer, innumerable fields for our goods unexplored, improvements in our products yet undeveloped, and needed additions to our lines still unconceived.

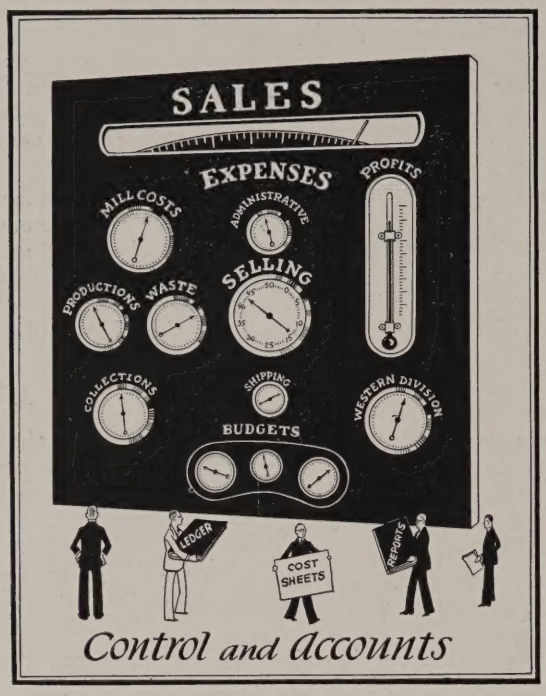
"We cannot stand still, and if we are not constantly going ahead, we are, in reality, slipping backwards.

"Let us remember that records made one year are set up to be broken the next."

From the Comptroller's office comes the following:

"Nineteen twenty-seven again reflects the inherent strength of Bird & Son. It is on an even keel with its cargo of diversified products. Perhaps no word is more descriptive of our organization than equilibrium.

Our sales are increasing throughout—both East and West. There seems to be a consistent effort to decrease the factors of expense and improve our quality. Production costs, waste, inventories,



shipping and distribution costs, overhead and collections—all must be in proportion from the time a dollar is spent for raw material until the customer pays his bills, if we are to continue to run a profitable business. When an organization is out of balance, like a ship wallowing in a sea, little headway is made.

The best business predictions point to a reasonably fair sailing during 1928. If we keep our equilibrium—our balance—in all ways, noting the signs of bad weather and trimming our ship accordingly, we should have a fair voyage during the coming year.

From the Accounting divisions come reports of continued growth with the rest of the company. As changes and improvements are made in mill methods and in sales methods, the Accounting must keep pace.

While there has been no increase in the number of workers, more work has been turned out by the same number, and more efficient means devised of meeting the growing demands of other divisions for reports of various kinds.

These things the Accounting department has continued to provide. The Bird & Son departments in this division are among the best of any in industrial accounting. Because of their work, they aid the other departments of the company to reduce costs, increase production, and maintain a high level of efficiency.

The Credit Division is responsible for collecting promptly the money that is needed in the conduct of the business, and a great deal depends not only upon the promptness, but also the manner in which it is collected.

"General reports have indicated poorer collections on the whole, but with us the situation has improved very steadily to date in that we find that even with increased sales, our percentage of collections is better than a year ago."

"As there appears to be no evidence of surplus stock with our dealers, we go into the New Year with confidence, both as to business and collections."

Under the Service department come stenographers, dictaphone operators, typists, janitors, file clerks, mail and messenger service, and the telephone division with three operators and ten trunk lines. In addition, there is the addressograph department, with 40,000 to 50,000 name plates on file, many of which are run off many times during the year, and the multigraphing, duplicating and mimeographing division, which turns out over 1,000,000 pieces of work a year.

These divisions have continued to render valuable service through their various channels to all the other departments of the business.

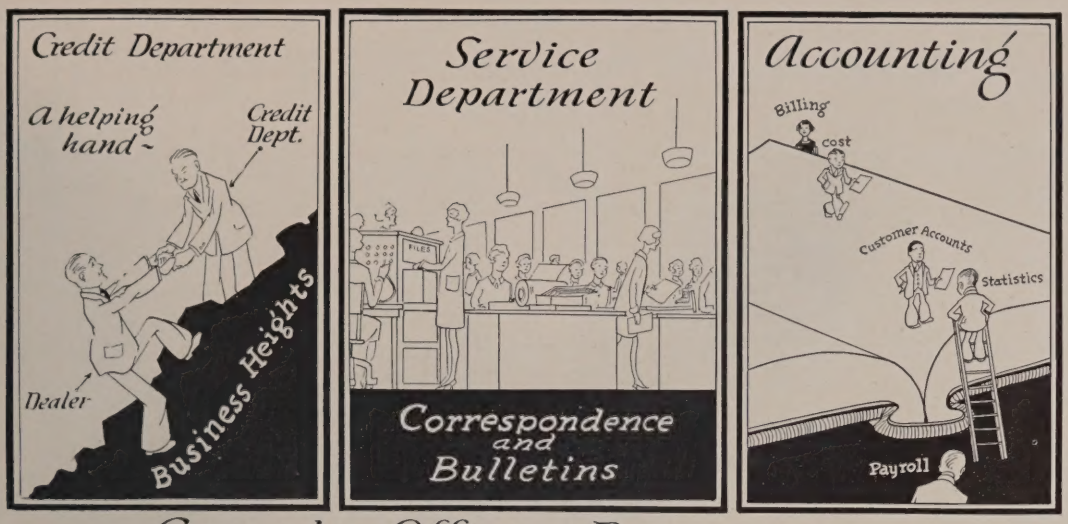
LABOR BUREAU

AGAIN this year every member of the organization may justly feel proud of his or her part in maintaining the Bird & Son standards for quality and service. Every individual and every department by the finest teamwork is entitled to its share of credit.

That Bird & Son is a good place to work is evidenced by the increasing large number of applicants for positions as well as by the stability of our own workers. Three hundred and ninety-six workers have over ten years' service and eight hundred and seventy-five have service records of five years or over. Our labor turnover this year is approximately 20%, a remarkably low figure. Our workers number this year nineteen hundred and fifty, a slight gain over last year. Continuous work has prevailed in nearly every plant and department. A small amount of short time in a few places was more than offset by extra time in others, for in most cases men were transferred to the busy departments.

Bird & Son, inc., in assuming the responsibility of employment for nearly 2000 folks, have provided steady work at good wages and under modern conditions. In addition it has continued to assist and foster employee activities that have meant so much in the continuance of the good fellowship spirit which exists.

The past year has seen encouraging growth in interest in athletics, and in athletic facilities. The Bird & Son baseball team again captures the pennant in the Walpole-Norwood Industrial League, winning 28 out of 35 games. Most of their home games were played on the new Athletic Field, constructed by Charles Sumner Bird for the boys of Walpole.



General Office Departments

This field, which is conveniently located to the East Walpole plant, consists of six acres, and provides facilities for all outdoor field sports, with ample accommodations for players and spectators.

The public opening was held July 16, with a large attendance. The Bird team played an exhibition ball game with the N. E. Clowns. This was followed by a Bird & Son Night, held on the new grounds August 23. Field events were participated in by local boys, a three-inning exhibition ball game was played by two teams of Bird & Son veterans, and a regular League game played between Bird & Son and Curity.

An exhibition game between Bird's and the House of David, although held in a pouring rain, was well attended, as was a later contest, held under the auspices of the Bird & Son Athletic Association, between the House of David and the Philadelphia Colored Giants.

Soccer has been considered at different times in the past, but not until this year have we actually put a team on the field. Bird & Son has joined the Boston and District League, playing in the Southern section. The boys have done exceptionally well, winning half of the games played up to the 10th of December.

A bowling league proved so successful last year that this season we have a men's league of 18 teams from all departments, as well as a girls' league composed of the same number of groups. Over 200 are bowling weekly.

The tennis enthusiasts were heartened by the opening of four new tennis courts in Francis William Park. They are truly of championship calibre. Two very successful tournaments were run off during the year.

The B. B. Club, a girls' bridge club, has provided additional social activities for women employees. Meets regularly in the Girls' Clubroom.

This year has seen an increasing interest in Safety, and an ever-growing effort on the part of the workers to aid in accident prevention. As a result, the number of accidents has dropped approximately 20 per cent, and a decrease in severity has likewise been scored.

Too much credit cannot be given to the Safety Committees and the Safety Inspector, who, by means of suggestions, posters, and talks with fellow workers have labored constantly to improve our Safety record.

The record of our Phillipsdale Mill has been exceptional. They have had but 4 accidents to date, and made one continuous run of five months without a single lost-time accident.

The East Walpole paper mills received a Certificate of Merit from the National Safety Council for their good record in the Safety contest held by the Paper Industry. Our rank was No. 2 among 36 mills.

The Neponset *Review* has continued in its efforts to provide an interesting paper by and for the employees. It strives to help the workers benefit and further themselves, through its articles on thrift, home building, Safety and the like, and also to provide an historical record of the activities of the company and its workers.

The Hospital has shown an increasing usefulness each year. This year it has averaged approximately 1000 calls a month by workers coming for treatment for injuries, minor ills, and to ward off coming attacks of colds. The number of such calls was nearly 200 a month more than last year.

Vacations with pay were enjoyed by an increased number of plant workers with over 10 years' service, in addition to the usual period for office people.

Employee Activities

The Bird Club, besides providing living accommodations for a number of members, furnishes entertainments and good-fellowship get-togethers for about 400 men. Outside and home talent, guest speakers of note, and other features are obtained by and for the members.

The Library continues to act as an ever-increasing educational force, acting as a branch of the Walpole Public Library, and distributing the newest in good fiction and non-fiction, besides having a large reference library of business and technical books and periodicals. The Library is also used by those seeking information on educational courses, citizenship instruction, etc.

The Walpole Home Building Co. encourages and aids the erection of new homes by Bird & Son workers. Under its auspices and on private enterprise as well, a growing number of Bird workers are becoming home-builders and home owners. The Company also sells coal to the community at reduced prices, provides moving pictures in Bird hall, has charge of Francis William Park and the New Athletic Field, and interests itself in movements for community betterment.

The Old Timers' Club, an organization of those who have been with the company 10 years or more, has increased its membership to nearly 400. A banquet was held on the top floor of the new Maintenance and Storage Building, May 2, with speeches, songs and reminiscences, followed by dancing.

The Employees Mutual Benefit Association, which provides insurance, weekly sick benefits, free medical service, and the like, reports a busy and helpful year.

The disbursements for the year ending September 30 show more than $18,500 paid out in insurance premiums, over $13,300 in sick benefits, and over $4600 paid for doctor's services.

The membership has averaged over 1860 during the year, which means that more than 95 per cent of the employees belong to the Association.

The Credit Union continues to show a healthy growth, doing a business during the past year of over $235,000.

It has provided its members with an opportunity to save for Christmas buying, taxes, coal, mortgages and like obligations. It loans money at a low rate of interest to those having sudden obligations to meet. That all these things are appreciated is shown by the fact that this is the first year the membership has gone over 1000. Last year the high point was 917.

Employees having ideas on improvements and better methods, affecting the work of Bird & Son, benefit by the Suggestion Plan, which provides a prize of $5 for each accepted suggestion, and yearly awards for the best suggestion, largest number, etc., in addition to special awards for ideas of exceptional merit. For the first eleven months of this year, 807 suggestions were submitted. Of these, 196 have been accepted.

Economy is a saving bank into which men drop pennies and get dollars in return.

—H. W. Shaw.

OVER 200 BIRD ENTHUSIASTS ARE BOWLING WEEKLY

Captains of Men's Bowling League. Front row, left to right: Ralph Farris, DVX; Happy Timmins, EF; Hal Fuller, G; Howard Mann, AS; Walter Sword, FFM; Dick Winn, Sales. Second row: Tap Geary, DF; Howard Whitney, AC; Sam Gladding, FX2; Maurice Tarr, EM; Stuart Nickerson, FFV; Ray Call, FBM. Third row: Ken Rouillard, DM; Frank Vietz, AA; Dave Fiske, RC; Dick Stoddard, FBV; Bill Murphy, K. Absent, Howard White, FXI.

A MONTH or so ago, when 18 teams of men interested in bowling signed up for a season of shooting at the pins, we decided that enthusiasm for this great indoor sport had reached the high-water mark. But we spoke too soon, for within the past two weeks 18 more teams of bowlers, made up of girls from the various departments, have swung into action.

This means that over 200 Bird & Son enthusiasts are bowling weekly. The Men's League is now settling down to a steady battle for supremacy. No. 2 Box Shop is leading the league, with No. 1 Box Shop close behind.

The Girls' League is just getting under way, and league standings are not complete as yet.

Following is the standing in the Men's League as of December 15:

Team	Points Won	Lost	Average
No. 2 Box Shop	22	6	786
No. 1 Box Shop	21	7	750
FB Maintenance	18	6	750
FF Maintenance	13	7	650
Engineering	18	10	643
FF Shipping	12	8	600
Sales	18	14	563
Cost Accounting	11	9	550
Drafting	15	13	536
FB Shipping	15	13	536
Finishing	16	16	500
Mill Office	10	10	500
DM Shipping	14	14	500
Accounting	13	19	406
Labor Bureau	8	16	333

Captains of the Girls' Bowling League. Front row, left to right: Gladys Duncan, A, treasurer; Irene Costello, AL; Madeline Chaffee, FX; Catherine Downey, AT; Florence Hertsberg, FX2; Mary Sameski, FXP. Center row: Margaret Owens, CF; Catherine Geary, AB; Mildred Saitz, CX; Florence Nichols, AS; Helen Walsh, AH; Margaret Costello, V; Nellie Patinsky, CX; Eva Gifford, CF, secretary. Back row: Sophie Eppich, AC; Alice Keliher, VK; Maude Kaler, DM; Helen Randall, G, manager.

Purchasing	5	19	208
Credit	5	27	156
Stores Accounting	2	22	84

High Single String, Bradley, 137.
High Three String, Thomas, 337.
Team Three String Total, Accounting, 1362.

Soccer

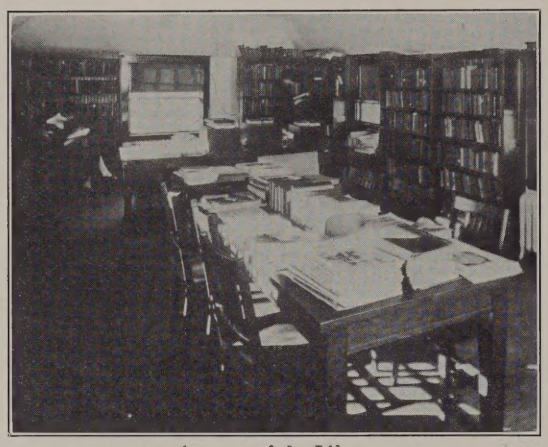
ON account of the many cup-tie contests staged in amateur and semi-professional circles, the Bird & Son Soccer Team has been idle for the past few weeks.

The league law demands that these games be given preference over league games, thus our remaining contests in the Boston and District League have yet to be played.

The management regret that it could not see its way clear to enter any cup-tie series this year, but with the splendid promise our fast improving team holds out for 1928, some of the best teams in the State will be seen in action against the Bird combination on the new Athletic Field.

We are proud of out playing field, which is acknowledged by the league to be one of the very best in the state.

Bird & Son is securely rooted in third position in the league table, which is a very creditable showing for a first year aggregation. They have earned and enjoy the position of being second to none for their clean cut playing and fine sportsmanship.



A corner of the Library

"FF Night" is Huge Success

ANNOUNCED as "something extra—and extra good"—the extra entertainment put on by the Floor Covering Plant at the Bird Club Friday evening, December 9, certainly lived up to its name.

About 200 attended the show, and there was standing room only within a few minutes after eight o'clock, when Santo Damico started the list with his inimitable accordion solos.

Next came Pete Alexander and Joe Budginis of FFV, "two gentlemen from the Flats," in a comedy skit, which brought forth many a laugh.

Bill Barton and Arthur Bent of FFP, in blackface, pleased the crowd with close harmony, dancing, and a solo on some kind of cornet.

A one-act play, "If Men Played Cards as Women Do," satirized the feminine card sessions in great style. Charlie Bean, FFD; Jim Garner, FFB; Frank Rose, FFB; and Dan Ross, FFB, were the perpetrators.

Piano selections were interspersed by Joe Howard of FFP and Frank Rose of FFB.

Ed Downey of FFV did some nifty soft shoe dancing, with Win Prestcott and the piano.

A comedy skit, in which an old-timer of about 104 years of age was interviewed by a newspaper reporter was a high spot of the evening. Dan Ross, as the "ould Irishman," with his whiskers, long-distance ear trumpet, ironed-out feet, and sparkling repartee with the reporter, Charlie Bean, kept the crowd roaring.

Songs and stories were given by Pat Campbell of FFD, who told us, musically, the whys and wherefores that "Murphy shall not sing tonight."

Tumbling and acrobatic stunts by Ralph Hildreth and John Jasionis of FFP brought the program to a thrilling close.

The committee in charge was: Leo Bernier, Chairman, Mike Shergals, and Charlie Bean, who wish, in turn to thank Harry Dresser of FB and the others who volunteered able assistance.

(Continued from Page 6)

Mr. Miller has always been connected with the financial end of the business. For more than fifteen years was in charge of all auditing and accounting work and has also been office manager for many years.

Charles S. Bird, Jr., represents the fourth generation of the Bird family in the organization. He entered the business in 1906 following his graduation from Harvard College and continued until after the declaration of the World War in 1914 when he volunteered and served in the army until the end of the war.

Upon his return he took over the active management of the western roofing division of the company at Chicago where he remained until 1922.

Mr. Bird, Jr., brings valuable knowledge to the board from his years of experience in the manufacturing departments.

Aside from his business connections, Mr. Bird is keenly interested in civic affairs. He is nationally known as an expert on town planning and has recently received the appointment from Governor Fuller as Chairman of The Committee on Needs and Uses of Open Spaces in Massachusetts.

Mr. Dutton, a nephew of the late Charles Sumner Bird, is one of the trustees and executors of Mr. Bird's estate. A graduate of Harvard College, he was at one time connected with the E. P. Dutton Company of New York City, later associated with Francis W. Bird in the management of the Boston Record and Advertiser. He is president of the American Brick Company of Medfield.

Mr. Lee is the senior partner of Lee, Higginson & Co. of Boston, who have acted as bankers in the various loans and underwritings which Bird & Son, inc. have made in recent years. He is a director on many boards here in New England, among them American Writing Paper Company of Holyoke.

Mr. Macomber is president of Harris, Forbes & Co. Inc. of Boston; also a director in many large industrial companies. He is a director and on the executive committee of the International Paper Company, probably the largest paper and power company in the world.

Mr. Twombly has been counsel for Bird & Son, inc. and personal counsel for Mr. Bird, for many years. He is a member of the firm of Warner, Stackpole & Bradlee of Boston. He is one of the executors and trustees of Mr. Bird's estate.

E. M. B. A. MEETING JANUARY 10

THE twenty-seventh annual meeting of the Employees' Mutual Benefit Association will be held in the lunch room, off the Main Mill Brigade Room, Tuesday, January 10, 1928, at 8 p. m.

Officers for the ensuing year will be elected, and other business transacted.

The following nominations for officers have been made:

For President: Ralph A. Wilkins, PMB; Eugene Connolly, PL; Herbert Jepson, FBE.

For Treasurer, John J. Linnehan, DMP; Wesley A. Beaulieu, AM; Marshall B. Lee, FX1.

For Vice-President: Ralph M. Wight, PF; Halburton Dobbins, SMR; Harold M. Morgan, FB.

For Secretary: Dennis J. Cullinane, EMP; Leo Bernier, FF; Joseph A. Sheehan, EB.

For Investigating Committee: Edward Geraghty, FB; Mrs. Helen Randall, GH; John Burke, DMB; Frank Whitehead, EME; Lyman Small, FFN; Frank R. Meyer, FXP; Frank Sutherland, FFM; Harold E. Fuller, GL; William F. Geary, DF; William F. Murphy, T.

For Nominating Committee: Thomas M. Graney, EML; Albert W. Smith GC; Dimon E. Merrill, RA; Harry A. Dresser, FBM.

The Nominating Committee that composed the foregoing list was composed of Fred B. Duncan, EMM; Donald A. Chase, M; and Frank Murphy, DF.

Suggestions

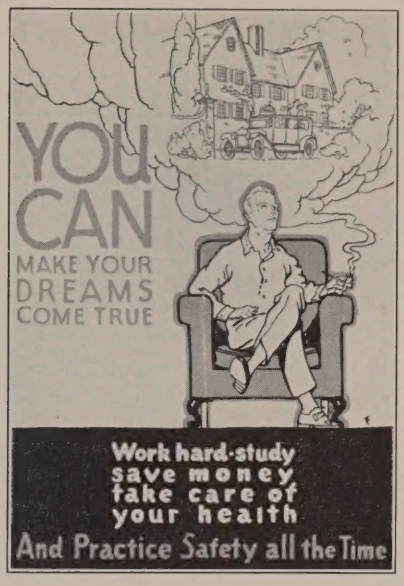
JOHN WHITE of FBM is now leading the Suggestion Contest, with eight accepted ideas to his credit. Close upon his heels are Arthur Balduf, Walter Hanson, FFP, and E. C. Rafuse, SM, with seven each; and in turn, they are hard pressed by Carl Johnson of FFM and Arthur Spinks of FFV, who have six apiece; with Clifford Banks, DPP, and Herman Laublex, FXC, close upon their heels with five each.

But the result will soon be known, when the prizes are awarded following the January meeting.

The following suggestions were accepted at the December meeting:

Cables for fire doors	Ernest Alexander, EMW
Stand for tube machine	Arthur Balduf, FBE
Close up door at FBSM wall	Arthur Balduf, FBE
Raise driver arm guards, FFPM1	William Barton, FFP
Automatic oil cup on grinders	William J. Boyd, FFC
Roller on contact arms	Robert Hood, FMM
Ductor on FXRM34 feed roll	Guy Hoyt, FXR
Sliding fire door	Samuel Hunter, FX1
Quick change hook knife handles	Carl Johnson, FFM
Remove roll stands, FXCM1	Herman W. Lauble, FXC
Drain from air compressor in ER4	August Linde, ERE
Protect front of oven, FFPM2	John Malacaria, FFP
Water cooling pipe on bearing	Daniel McDavitt, EMP
Change adjusting screw for stapler	Matejs Minkevicis, FXF
Adjustable friction for wire holder	Matejs Minkevicis, FXF

ACCIDENTS REDUCED IN 1927



SINCE this is a time of rejoicing the various departments may, with pardonable pride, rejoice at their accomplishments in the reduction of accidents for the current year.

Two years ago, in 1925, not counting Chicago, for we haven't their figures, the Bird Mills sustained 167 lost-time injuries. Last year there were 106, and this year, at the present writing—December 15, the East Walpole, Norwood and Phillipsdale mills have brought the total down to 79. Truly a remarkable record!

Plans are already being laid for continuance of the fight against accidents during 1928.

Without going too much into the actual figures, the monthly record for 1927 shows many "peak" months, which can be improved upon in 1928. Months with 10, 11 and 12 accidents are inexcusable.

Each year we gain more and more experience in this business of accident reduction. Therefore, while it may be true that it gets harder and harder to reduce them as we go along, the experience ought to outweigh the difficulty.

A reduction in accidents means, and has meant, a saving in money for the workers and for the company; a saving of suffering by the worker and his dear ones; and a real glow of pride in a worth-while achievement.

Protect steam pipes, No. 2 print room door
Greydon Mongo, FFP
Improved method of washing FFC floors G. L. Staples, FFC
Close up window over DFPM4 Henry Treen, DFW
Gate valves on flowmeter circuit John H. White, FBM
Control bearing on gyratory riddle, FBPM1
John H. White, FBM

Notes From Plants and Offices

MAIN OFFICES AND SALES

Miss Dorothy Wells of Laconia, N. H., and Richard J. Kennealey of AF were married November 23 at Laconia.

Carl Uriot is at home convalescing from an operation. We hope to see him back soon.

Those in CF were sorry to see Bob Garner leave, but are glad to see him "on the road."

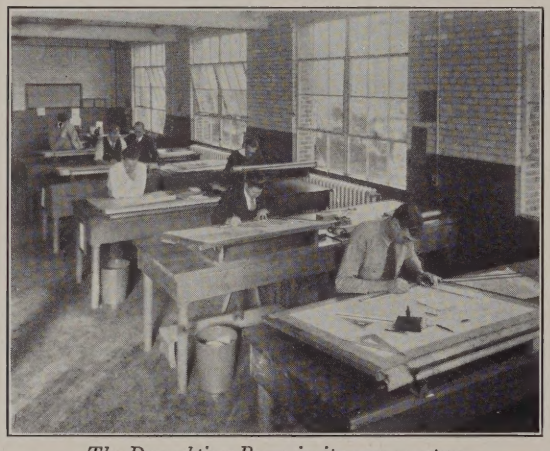
The engagement of Eva Gifford, CF, and Arthur Knoll has been announced.

CF extends a hearty welcome to Art Rogers who is back again as a correspondent.

We are glad to welcome J. Murdock Blake, who has joined our Sales force.

Ed Gallup is leaving the company to work with Ginn & Co., book publishers.

Millard Peabody has left the Floor Covering Sales, and will join his father in business.



The Draughting Room in its new quarters

Paper Mills

East Walpole, Mass., Mills

John E. Maguire has returned from the Norwood Hospital and is getting along finely since his recent operation.

Herb Badger did great work in the recent Footlighter's show.

Charlie Knaus and Jim Donovan are now experts at making Christmas wreaths.

Neither Mike Burke nor Andy Walker have reported shooting any deer or foxes this year. A few stray cats and some tame pigeons has been the extent of their hunting.

After seeing the reports in last month's *Review* of the slow time of her car, Miss Leary bought a new Nash right away. There ought to be a commission from the dealer for somebody.

Arthur Doderer has been transfered to No. 2 Machine from No. 5 Machine.

Dan Jones has moved back to East Walpole on Union street.

Engineering

We are glad to see Dave Regan, Jr., back at work after an illness of several weeks.

Bert Stott of SM expects to spend a short vacation in Montreal at the New Year.

Joe Sheehan and Paul Guttormsen visited the Power Show at New York City last week.

The members of EMM extend their sympathy to Pat Hessian on the death of his father in Ireland.

Phillipsdale, R. I., Mill

Miss Ellen Jryjas and Mr. Walter Karpoweck were united in marriage Thanksgiving Day morning at St. Joseph's church, Central Falls. Congratulations!

The condition of Frank Moreiro is improving steadily. He is still at the Rhode Island Hospital.

Adolph Adamonis recently found an English sovereign in one of the beaters.

Henry Phelps' car is off again. It takes more than a smash-up or two to keep that car off the road.

Darrell Richardson was seen lately stealing into the yard in what looked like an imitation of Noah's Ark. None of your "Tudor" sedans for him.

Lloyd Allen's car made one last trip to New London recently and then gave up the ghost. May it long rest in peace.

BOX FACTORIES

East Walpole, Mass.

Bill Quinn of FXF is the champion sports dopester of the Box Shop. He claims to have picked the winners in 99 per cent of the main fights and football games.

Lawrence Johnson says they can all have the winter as far as he is concerned. He says there are no frozen radiators in the good old summer time.

Edgar Ross of FXG wants to know how it is a battery will freeze when his radiator didn't. He thinks some of his friends must have put something strong in the radiator.

"Mike" Minkervitz has some ducklings at his home. A neighbor called and Mike showed them to his friend. The visitor thought they were chickens in the tub swimming around, and he went home and gave his chickens a bath in the tub. Mike says there was a wholesale drowning.

Karl Nicklaus spent a week-end at Washington, D. C., recently.

Henry Dowdie is progressing rapidly after his recent operation, and we look forward to seeing him back with us soon.

Herman Lauble came to work last week with a faint smudge on his upper lip. Upon close examination it seems to bear some relation to a moustache. Time will tell.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Bill McLauchlan has at last got his new garage. And the long promised car can be expected at any moment.

Anthony Montessano is the new office boy at FB.

Recreation in the Brigade Room East Walpole

When Harry Dresser, general chairman of the Bird Club entertainment committee gets through with his stage construction, the old Gym will look like the Metropolitan in Boston.

You can't beat the 1912 Fords. They are bound to get you home. Walter Cyr was all ready to go home about 1 o'clock one night recently, when he discovered a most amazing thing. His car would not go forward, but it would travel in reverse. So Walter backed up Water street, and continued to his East Walpole home, hind-end-to all the way.

Miss Angelina Lorusso of Boston and Angelo Melina of FBV, were married December 4. They will live in East Walpole. Angelo has been with us for over five years.

Chicago Mill and Office

A son was born to Mr. and Mrs. Howard Hanna, December 4, weight 7 lbs. 4 oz. All employees offer congratulations and sincere best wishes. Thanks for the cigars, Howard.

John Sayles of the Shipping Department was presented with a beautiful bridge lamp as a wedding gift from the employees. It was thought that the shades of his hair and the lamp were an excellent match.

We welcome Ben M. Sumner of Dallas, Texas, to our Sales Force. He is to travel Northeast Texas. Hello, Ben! Good bye, Ben!

Marie Kelly Law, who has been employed in the Sales department for the past six years, resigned on November 15 to go housekeeping. She was presented with a gift by her friends in the office.

Duke Perrizo will spend Xmas with his family in Fond du Lac, Wis.

Following an old tradition among the girls in the office, gifts were presented to the three ladies who prepare the daily luncheons for employees here; to Scotty Calder and Mr. Rogers for the many favors received during the year; and to Albert Crouch, our office boy, who comes from Georgia, and is spending his first Xmas in the frozen North.

Harold Altman spent Xmas Day in Quincy, Ill., and Miss Ammerman went to Ambia, Ind. Both are employed in the Accounting department.

FLOOR COVERING PLANT AND OFFICES
Norwood, Mass., Plant

Miss Gertrude L. Johnson of Norwood and Frank Mumblow of FFM were married December 8, at 8 o'clock in the evening, at the home of the pastor of the Swedish Lutheran Church, Norwood.

Ralph Nutter spent a week-end in the Berkshires recently, hunting deer.

Milford Ward and George Lynch are new men in FFP.

This fleet of lift-trucks and tractors serves the East Walpole Mills

The Floor Covering Brigade Room is popular at the noon hour

Mike Harpicus has the sympathy of his fellow employees in FFC in the death of his young son.

Felix Glebus of FFC has the deep sympathy of his fellow workers in FFC in the loss of his brother on December 10.

Tony Antonelli of FFC has left for a brief visit with his brother in New York City.

Chicago Office

Bill O'Connell forsook the Windy City and journeyed to Manhattan to attend the Smith auction. He reports a number of Western Division buyers presented themselves at the New York office. In his absence Jack Riordan borrowed Bill's Chevrolet and covered his Chicago territory.

Dick Reid also went down to New York. He was so pepped up after his New York visit that he didn't even take the time to stop in at the Chicago office and say "hello" on his way back.

The Canal Street bowlers are talking another bowling match with the 76th Street roofing crowd. We trimmed them last year and hope they will challenge our championship.

Bert Hindmarsh, our newlywed, is back again from his honeymoon. He seems to have a good influence, for already one diamond solitaire is being sported around the office by Miss Betty Rohr.

Charles Allen, Amherst, '25, has given up sugar raising in Cuba to sell an even more popular household product and is the latest addition to the inside sales force.

CARDS OF THANKS

I wish to thank my friends in the office for their gift.

Richard J. Kennealy.

We wish to thank the boys in FFM for the wedding gift they sent to us.

Mr. and Mrs. Frank Mumblow.

Gratefully acknowledging and thanking those in DP for their kind expressions of sympathy.

Mrs. J. Madeiros and family.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Mr. and Mrs. George Maddern and family)DP).

TO LET

Single room with private family, partial board if desired. Apply to T. B. Maddern, 60 Elm street, Norwood.

FOR SALE

Two-tube Armstrong Radio, good condition. T. B. Maddern, 60 Elm street, Norwood.

BIRD'S
NEPONSET REVIEW

Vol. XVI. JANUARY 1928 No. 1

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

SALES OFFICES: East Walpole; New York; Chicago; Minneapolis; Columbus; San Francisco.

Advisory Board

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S. B. Montgomery B. D. Rogers

Editor, Theodore L. Southack, Jr.

Staff Artist J. E. Alcott

Circulation Manager A. S. Blaney

Printing Foreman, F. R. Meyer

Regarding This Issue

FOLLOWING the usual custom this Holiday *Review* goes out over the land to dealers, customers, stockholders, newspapers, and to those who are "just friends."

Each year we have attempted, for the outsider as well as the fellow-worker, to picture the firm of Bird & Son, its products, its employees, its history and its ideals.

The four sales divisions of the company have been clearly outlined, as have the relations of the various internal departments to each other, and to the whole. Pictures of the plant and of executives and workers have been used to show what manner of place we have, and the men and women we have to run it.

This year we complete the picture, in a sense, by dealing with the functions of departments, their growth, and with the four industries with which we are concerned, as a whole.

This Holiday number, presented in a spirit of enlightenment, and not of boastfulness for our own accomplishments, comes to you, the reader, wherever you may be, bearing the best of all good wishes for an enjoyable holiday season, and continued health, happiness and prosperity for 1928, and for many years to come.

An "Inside" Editorial

WE call it an "inside" editorial, because it is addressed to the employees of Bird & Son. Others may read it if they wish, and the fellow-workers should only read it after they have perused, in part at least, the rest of the issue.

The annual messages from our officers come first in this number, and express to you the sincere thoughts and good wishes of those at the head of our concern. Have you read them?

Then, following the story on the new organization, comes the general "Review of the Year" article. Most of us will read the story of that division with which we are connected. Why not read the others? For while we are organized in four quite distinct lines of sales activity, the fortunes of Floor Covering, say, do not stand alone, but depend on the growth and advancement of all the other divisions.

Of course, the final part of this article, which deals with the employee activities, will be the most interesting to the employee. And rightly so, for we are privileged to work for a concern that provides many activities, many benefits, besides the one of steady, enjoyable work.

Let us consider them again, and from another angle. Take athletics. Do you bowl, play soccer, tennis, or baseball, or are you at all interested in such things? Come out and get into them! Or at least give the teams your support by attending the contests during the seasons.

Social activities are provided in the Bird Club for the men, and in the B. B. Club for the girls. Good-fellowship rules in both. Are you getting your share?

Bird & Son devotes much time and money to the cause of Safety. Are you cooperating? It will pay you to keep always in mind the slogan, "Today and Every Day, Think Safety."

Then there's the *Review*. Do you help with an occasional news item, suggestion, or picture, given to your department correspondent, or sent to the editor?

From the Hospitals come frequent admonitions on health. Do you pay attention? The Hospitals offer you treatment and advice in the care and avoidance of minor ills. Do you live healthily?

Do you use the Library? Good reading is there, for amusement and for self-advancement.

Help for home builders is the principal function of the Walpole Home Building Company. Your dream of a home may become a reality, if you inquire into, and accept their aids.

The E. M. B. A. and its advantages are known to most all of us. Insurance, doctor's bills, weekly sick benefits are provided at a nominal cost. If you don't belong—over 95 per cent of your fellow-workers do.

The Credit Union has proved a life-saver to many employees. Its system makes saving easy, and its loans in time of need are made with the least possible cost and trouble to you. Nearly a thousand Bird workers belong—do you?

How many suggestion checks did you receive this past year? Look into the Suggestion Plan, and see how you can win five dollars and perhaps a lot more.

Finally, read this *Review* with an idea of learning more about the business, its future, and the opportunities it offers to you to better yourself in every way.

Merry Christmas.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy Laminated
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating Insulating Blanket

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

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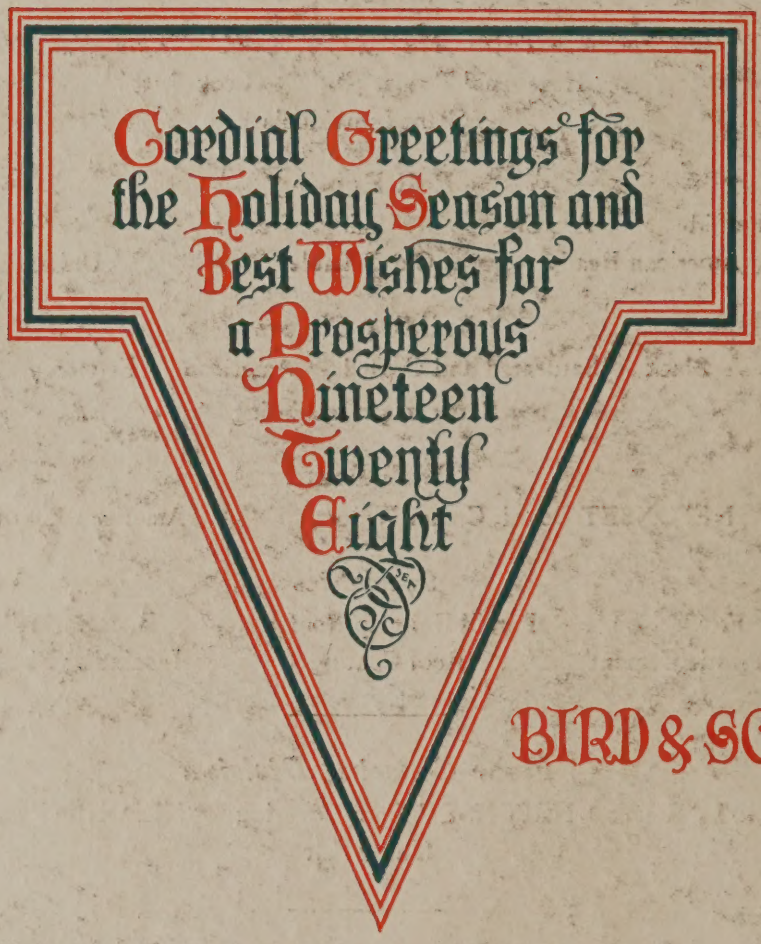
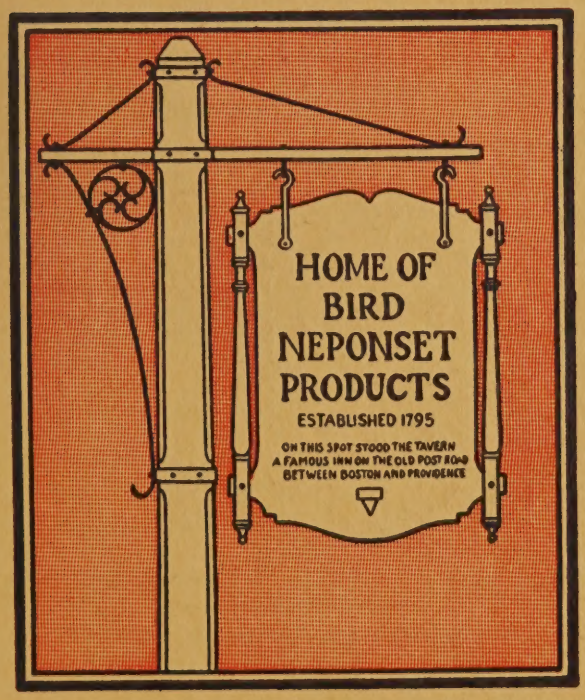
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**


Cordial Greetings for
the Holiday Season and
Best Wishes for
a Prosperous
Nineteen
Twenty
Eight

BIRD & SON, INC.

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XVI NO. 2 FEBRUARY 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

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CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

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Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
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Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago, St. Paul

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

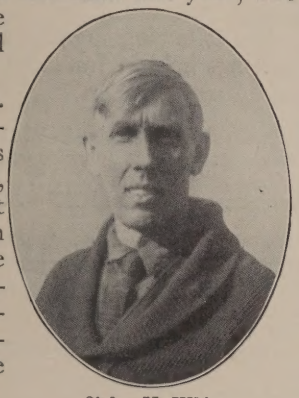
BIRD'S NEPONSET REVIEW

Vol. XVI *February 1928* No. 2

WINNERS IN 1927 SUGGESTION CONTEST ANNOUNCED

John H. White and Carl Johnson Get "Largest Number" and "Best" Prizes; Race is Close until End; Record Number Submitted

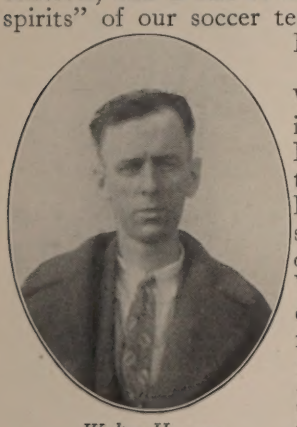
ONCE again the Suggestion record has been broken. During 1927 the committee considered 910 ideas submitted by employees. This is the first year that the number of submitted suggestions has gone above 900. The total number accepted, 244, is slightly less than last year, but represents a percentage of 28.7, which is well within the average.



John H. White

Now for the prizes. This year's contest resembled in some ways the hectic one of 1926, although the lead did not shift quite so much as in that year. The three place winners for number of suggestions accepted all came from behind near the close of the year.

John H. White of the Building and Roofing Maintenance department was awarded first prize of $100 for the largest number of accepted ideas. John had 14 to his credit. In addition to the $100 award, White also received a special award of $10 for his suggestion of a spring on top of the motor of lift trucks. He has been a Bird worker since November, 1920, has taken part in other Suggestion contests, and is one of the enthusiastic "guiding spirits" of our soccer team. John lives at 892 East Street, Walpole.



Walter Hanson

Next in line came Walter Hanson. Walter is now second hand on No. 2 Print Machine at the Floor Covering plant. His check was for $50, second prize in number of suggestions accepted. Walter had 10 to his credit. He came to work for Bird & Son in June, 1926, and was first employed as a slitter in the Rug Finishing department.

With 8 accepted ideas, Herman W. Lauble of the Combiner room, No. 1 Box Shop, won third prize of $25. An additional $25 was awarded to him for his suggestion on adjustable slitters of the combiner. This has worked out very well, and has resulted in quite a saving in waste.

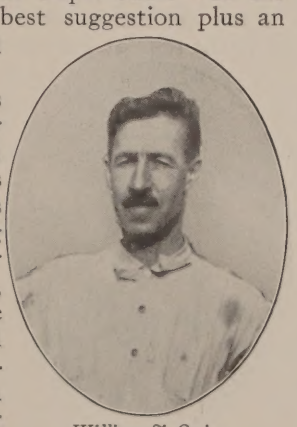
Carl M. Johnson

Besides the prizes for largest number of suggestions accepted, the Suggestion Plan also makes provision for rewarding those who submit the best suggestions.

This year the first prize of $100 for the best suggestion, plus an additional special award of $100, was won by Carl Johnson of the Floor Covering Maintenance department. Carl's suggestion was for an improved metal clamp replacing the wooden clamps used to pull the printed floor covering into the ovens. The new metal clamps will eventually be used exclusively. They will last longer, are easier to handle and will aid in saving waste of materials. Carl joined the Bird & Son family on June 22, 1921, working first in FFX, and later joining the machine shop crew.

William J. Quinn of the Paper Mills won the $50 prize for the next best suggestion plus an additional special award of $50.

Bill's idea involves the use of a finer cylinder wire on No. 3 Paper Machine. It was found, upon using this wire, that the resulting paper had a much higher saturation percentage, which will mean a more uniform product and show a substantial saving each year. Quinn has been a Bird worker since March 9, 1900,



William J. Quinn

Herman W. Lauble

when he went to work on old No. 1 and No. 2 felt machines. He was machine-tender for several years, and is now doing special work on the paper machines. Bill's home is at 277 Pleasant Street, East Walpole.

Patsy Sansone of the Rug Border department, Floor Covering plant, whose name has appeared on almost every list of Suggestion winners since the year 1, so to speak, was this year awarded a special prize of $25 for his suggestion of a roll between loops in the Rug Border hanger. This idea is in use, has worked well, and is resulting in substantial savings. Patsy has been here since 1910, when he started in on the FB yard crew. He is now winder man on the Rug Border machine.

Patsy Sansone

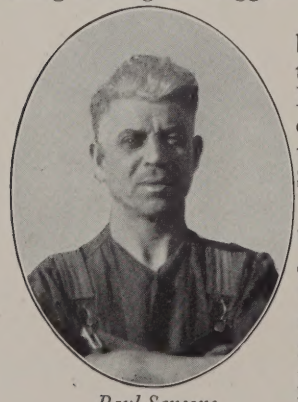
The list closes with Paul Sansone of the Building and Roofing Maintenance department, who won a $15 prize for his suggestion on salvaging the spools on the Parker tying machine at the Building and Roofing mill. Paul is another Old Timer, having started work here in 1914.

The rules governing the yearly Suggestion Contest are simple. Briefly, they are as follows:

Any number of suggestions may be submitted by an employee at any time.

Each suggestion should be thought out by the suggestor himself, and submitted in his own name.

Each suggestion should be on a separate sheet, using the regular suggestion blank.



Paul Sansone

The suggestions should be deposited in a suggestion box (provided in Brigade Rooms, at time clocks, etc.), or mailed to the Secretary of the Suggestion Committee.

Each suggestion shall be promptly acknowledged by the Suggestion Committee, and the result of the action taken reported as soon as possible after each meeting.

The Chicago Roofing Mill and Office also reports the awarding of Suggestion prizes for the year. The grand prize of $100 for the largest number of suggestions accepted during the year went to F. J. Moore, who had 10 to his credit. Next in line was E. Moore, with 4 accepted, who received the second prize of $50.

The third prize of $25 was awarded to each of the following, who had 3 accepted suggestions: J. R. Lewis, R. Dodge, H. Ahrens, E. Baldwin, R. Stearles.

The total number of suggestions received was 150, of which 50 were accepted.

Remember that you may submit as many suggestions as you wish. Both office and mill workers are eligible. Look around you now. Can the methods or machinery used in your department be improved in any way? If you think so, work out your idea, put it on a suggestion blank, and send it in.

The following suggestions were accepted at the meetings held in January:

Signal at swinging doors, No. 1 Print Room — William Barton, FFP
Improve shaper machine in EMM — John Bortalin, EMM
Gutter for water at upper door, DF — Joseph Campanio, FDF
Change guard rail on FXFM7 — A. B. Center, FXF
Additional faucets for FXG washstand — Joseph Chartrand, FXG
Controller switch on press in FXG — Joseph Chartrand, FXG
Pipe steam into jaws of hopper — James F. Costello, EMT
Iron above crane wheels — Ira Goding, FFM
Extend shafts on dolly — Henry Gray, DMT
New drum for hoist cable — Henry Gray, DMT
Level industrial track in DMPM5 Machine Room — Henry Gray, DMT
New type guards, FFPM1 — Walter Hanson, FFP
Brace on light frame — Walter Hanson, FFP
Step on each side of FFPM1 — Walter Hanson, FFP
Handles for lifting paint rolls — Carl Johnson, FFM
Silicate Pump for FXCM1 — Herman Lauble, FXC
Additional lift at FXCM1 — Herman Lauble, FXC
Split collars for FXCM1 slitters — Herman Lauble, FXC
Canvas jacket for shingle machine dies — William Letts, FBQ
Routing of magazines — Harold Lovell, P
Guide on roll back of ovens — John Malacaria, FFP
Adjustable braces in freight cars — Salvatore Marinelli, DVX1
Additional switches for lights in FX1 stairways — James Maroney, DMZ
Change pipes and floor in C and D Engine Room — Patrick O'Malley, ERE
Relocate discharge pipe on Nash Dump on DMPM3 — W. J. Quinn, DMP
Roller bearings on hand trucks in DPH — Frank Reed, DPH
Automatic air vent for fuel oil pumps at FBR — Oscar Saterdal, FBR
Platform for dumping snow into river — Winfred Schaier, FF
Reel for steam hose at DMPM4 wet end — J. M. Smith, FMP
Utility value of machine shop lathe — John H. White, FBM
Cushion spring plate of FBPM6 scales — John H. White, FBM
Grip spring on filling blocks in oil bucket — John H. White, FBM
Jig for Babbitt bearings — John H. White, FBM
Cleaners on FBPM1 — John H. White, FBM
Improvements to shaper at FBM — John H. White, FBM
Top carrier belt tightener arm — John Wilkes, FXB
Larger belt tightener for Staude paster — John Wilkes, FXB
Relocate pipe across No. 39 oven — Arthur Wise, FFP

Three of these suggestions were submitted in previous years but, for various reasons, not ac-

(Continued on Page 7)

ALL RECORDS ARE BROKEN IN 1927 SAFETY WORK

Number of Accidents Drops Below 100 for First Time in at Least 12 Years; Honor Roll Has 31 Departments Without a Lost-Timer

WITH the closing of the past year there came heartening news to Bird & Son Safety workers, for word was soon passed around that a substantial reduction had been made in the number of lost time accidents. Just how much of a reduction could not be determined until all figures could be carefully checked.

This has been done, and we believe you will be interested to know the results. The Bird Mills at East Walpole, Norwood, Phillipsdale and Chicago had a total of 120 lost-time accidents during 1926. This figure was reduced to 96 in 1927.

This was the first time since as far back as 1916, at least, that the lost-time accident total was less than 100 during a year's period.

All mills save one helped to make this possible.

Undoubtedly the first prize goes to Phillipsdale. Their remarkable run of 5 continuous months without a single lost-time accident, and their grand total of 9 out of 12 months without a lost-timer were unequaled by any other Bird mill. Moreover, with the lowest 1926 score to shoot at, they brought their accidents from 7 to 4 for the entire year.

But close behind DP comes Building and Roofing, who brought their accident total from 21 to 13, including four perfect months. Next in line come four other divisions, each with about equal reductions, and each deserving of hearty congratulations. The Paper Mills dropped from 19 to 15, with two perfect months. No. 1 Box Shop, with 5 accident-less months, brought their total from 16 to 12.

No. 2 Box Shop got its back up along in August or so, and went the last three months of the year without a lost-timer, which, with three other perfect months gives them 6 for the year. Their accident total was 12 in 1926, and 9 in 1927.

Engineering had two perfect months, and brought its total from 15 to 11.

Chicago broke even this year, with 12 accidents as compared with an equal number the preceding year. They had four "bulls-eyes."

Floor Covering was the only "unfortunate." After having scored a remarkable reduction during 1926, things didn't go so well during the past year, and their record went up from 18 to 20. At the present writing, however, they have gone well over two months without a lost-timer, thus showing their determination to get a flying start during 1928.

So much for the mills as a whole. Now let's look at the individual departments.

THE HONOR ROLL

Here is an Honor Roll for 1927, made up of those departments that had no lost-time accidents during 1927.

Paper Mills

DMB, John Burke, foreman; DMZ, watchmen.

No. 1 Box Shop

FXN, FXW, Harry Tower, foreman.

No. 2 Box Shop

FXP, Frank Meyer, foreman; FXT2; DVX2, George Towle, foreman.

Engineering

EF, Sam Kay; EME, Frank Whitehead, foreman; EML, Tom Graney, foreman; ERE, Marshall Grant, foreman.

Building and Roofing

PBL, Milton Beasley; FBE, Herbert Jepson, foreman; FBC, Robert Roy, foreman; FBF, Charles Watson, foreman; FBJ; FBL; FBN, Robert Roy, foreman; FBQ, Mike Sheehan, foreman; FBR; FBSM, Harry Dresser, foreman; FBZ, watchmen.

Floor Covering

PFL, James F. Maguire; FFB, James Garner, foreman; FFC, Berton Seekins, foreman; FFD, Charlie Bean, foreman; FFJ, Michael Shergals, foreman; FFM, Frank Sutherland, foreman; FFQ, Jesse Ghen, foreman; FFS; FFSM, Frank Sutherland, foreman; FFZ, watchmen.

NEW CARDS ARE AIMED AT CARELESS PRACTICES

These Friendly Reminders are Part of a Campaign to Make 1928 the Safest Year on Record; Won't You Help?

READ CAREFULLY!

M_____ Dept._____

At_____ 19__

You were known to disregard the usual SAFETY RULES that benefit YOU, YOUR FAMILY and FELLOW-WORKERS, by

_____

_____

RESULT:—_____

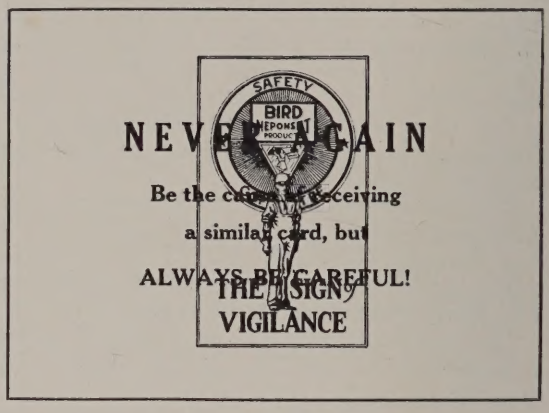
_____

_____

_____

Member Safety Committee

Please deliver this card immediately, in person, to YOUR FOREMAN



HOW many of you, outside of Safety Committee men, who read this, have seen the card shown above at close range?

These cards are now in the hands of all members of the Safety Committees, and are to form a part of the campaign to make 1928 the safest year on record.

As you will notice, the cards are designed to be given by the Safety Committee men to workers who disregard, knowingly or otherwise, our Safety Rules.

The cards are issued because our accident figures, as well as those of other mills, show conclusively that the great majority of accidents are due to the workers themselves.

We scored an accident reduction in 1927. We are out to score another in 1928. We can do this if we have the cooperation of every man inthe mill.

If you should receive one of the new Safety cards, it is a friendly notice that you are a "backslider," temporarily, perhaps, but nevertheless a backslider, and lacking in cooperation.

Take the card in the spirit in which it is given, and report with it to your foreman at once. Listen carefully to what he has to say. It may be that your carelessness was due to an incomplete understanding of the best way to do the task before you. The foreman will set you right.

But some of us as we read this are saying, "What are some of our Safety rules?"

There are not very many actual rules—in the form of laws.

But here are a few reminders:

First and foremost, report immediately to your foreman if you receive any injury, no matter how small.

Never clean or adjust machinery while it is in motion.

Wear your goggles when doing any work that may possibly injure your eyes.

Take great care in piling or unpiling material, so that it will not slip or slide. Do not overload trucks. Do not pile material or leave anything lying in aisles or gangways to obstruct them.

When you lift any object, do not bend over and lift with your back, but squat down and lift with your legs. If you do not understand, ask your foreman.

Always make sure that your machine is properly guarded and in good working condition before starting to work on it. Report any defect to your foreman or department head immediately.

Use safe ladders and staging only. Never climb a damaged ladder, or use piles of boxes, chairs or other material in place of ladders. Have another worker hold the ladder at the bottom. Remember that others may be working below you, and be careful of tools and other articles that may fall.

In handling material, grasp it firmly and pay attention to your work. Don't be a "butterfingers."

Watch what you are doing—ALWAYS.

Lastly, your foreman will instruct you in the hazards surrounding your work, and in safe and proper methods.

HEED AND OBEY HIS INSTRUCTIONS.

These suggestions are not just "made up." They are the result of careful study of the accidents that have happened right here in the Bird mills.

They are made for your Safety.

Obey them, and you will not get a card.

But if you should get one—take it as a friendly reminder, given to you for your own good, and the good of the company.

BIRD & SON'S SALESMEN'S PAGE

WE make two stops this month. One in Maine and one in Missouri.

They are two mighty good yarns, and we're in doubt as to which one to run first. Well, we'll start in the East and work West. So be it, here's the first one from L. D. Jenkins, Roofing:

"In talking with a dealer the other day on the advertising value of carpenters' aprons, I mentioned a fact familiar to all roofing salesmen—that he would find these aprons so popular with contractors and carpenters that they would probably want some to give to their wives for use as clothespin holders when hanging out the wash.

"The dealer, who happens to be in the grain business, smiled reminiscently, and said that that made him think of his discovery of the most original use for empty grain bags. These bags, like our aprons, bear the trade mark of his brand of grain, together with various facts about his different feeds.

"He went on to say that one day he was approaching the outskirts of a city in his machine and was slowing down to take a very sharp right-hand turn. At this corner was a house, and in the yard beside the house he noticed a woman putting out the clothes to dry on the line.

"The clothes lines were exactly before him and his eyes unconsciously rested on the hanging clothes as he slowly approached the turn. Gradually he became conscious that he was looking at something familiar, and, as his car rolled still closer, he perceived, waving to and fro in the breeze, the outlines of his trade mark, faded and dim from much washing, on a generous pair of bloomers!

That seemed like a good story, and we welcomed it as such. However, it is not yet complete, for in the next day's mail came a little note from L. D.—sort of a delayed P. S., that read as follows:

"In writing about the grain bags yesterday, I rather lost sight of the fact that I started off to write about carpenters' aprons. I think it might be well to end up with the following:

"Well, anyway, the dealer ordered a good stock of aprons."

Now we are anxiously awaiting news from Jenkins regarding any unusual uses of these.

Next we have a letter from M. B. Lechner, Western Roofing. According to M. B.:

"I read in Collier's recently that the 'Iron Man,' or the well-known silver dollar, is coming back. Its purchasing power is increasing every day, and the cause of it is ascribed to competition. Not the competition we used to know, of making a product cheaper and selling it for less, but competition of substitution.

We find, according to the article, that the brickmaker is not so much in competition with other brickmakers as he is with the cement maker, the tile manufacturer and the lumber dealer.

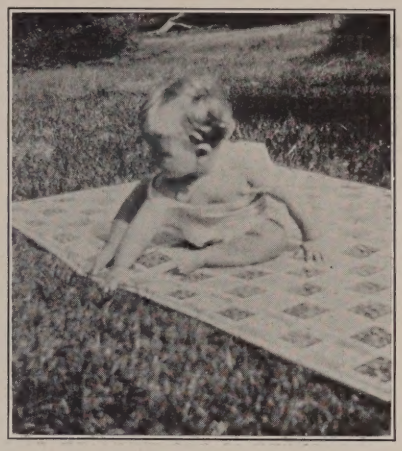
I immediately recognized the truth of this statement as I realized that Bird & Son must be a tough nut for the tanners to crack.

Lest that sound a bit cuckoo, let me haste to explain that down in Desloge, Missouri, employees of the Miners Lumber Company half-sole their shoes with 65-pound Paroid.

That's all for this month, except for the picture. We don't know who sent it in, except that it came from the Western Floor Covering division.

If any salesman can tie this picture up with his sales-points and selling talk, he may find it effective.

Even the kiddies like Neponset



Annual Meet-Ups are Held

THE annual Meet-Ups of the Bird & Son salesmen have all been held since the last issue of the *Review*, some of them just before and after the Christmas holidays.

The Floor Covering men had their conferences by divisions this year, instead of having one general meeting at East Walpole. The eastern division men from the various sections met at Baltimore, New York, and Boston, where they were addressed by H. E. Sawyer, Jr., J. F. Maguire and William B. Rogers, Jr. The salesmen of the western division met at Chicago under the direction of R. W. Westcott. Mr. Sawyer and Mr. Maguire also attended this meet-up.

The southern division Roofing salesmen had their meet-up in Washington, D. C., on January 6 and 7, under the direction of Austin D. Kilham, southern manager. P. H. Bailey was the principal speaker. Others who spoke were Eli L. Chamberlain who went over mill problems, and George W. Towle, Jr. At the evening meeting Dr. Streeter of the U. S. Bureau of Standards delivered a very interesting talk in non-technical terms on the work of the chemical division of the Bureau. The crowd attended "Yours Truly," with Earl Carroll, to top the meet-up off.

The eastern division Roofing men met at Boston, January 20, and at East Walpole, January 21. Speakers at the Boston session were P. H. Bailey, A. D. Kilham, H. H. Miller and M. J. Hawkins. Saturday morning, the 21st, was spent at the mill, inspecting the plant, and listening to a talk by E. L. Chamberlain.

At all meet-ups sales records for the past year were gone over, manufacturing and sales problems for 1928 discussed, much information and inspiration gathered, and, according to all who attended, "a good time w. h. b. a."

Prizes for Bowling Winners, Banquet to be Held at Close

THE prizes to be awarded at the close of this season's Men's Bowling League were decided upon at a recent meeting of the managers. Fifty dollars of the "kitty money" will be split up as follows:

Team finishing first, $20; team finishing second, $10; high individual average, first, $5; high individual average, second, $3; high individual average, $2; high individual three-string total, $2; high team three-string total, $5; high team single string, $2.

The balance of the money paid in by bowlers will go towards a banquet and entertainment at the close of the season, details of which will be announced at a later date.

Following is the standing of the teams as of January 20:

Team	Points Won	Lost	Average
No. 1 Box Shop	31	9	775
No. 2 Box Shop	36	12	750
Engineering	32	12	727
FB Maintenance	20	12	625
FF Maintenance	21	15	583
DM Shipping	22	18	550
FF Shipping	17	15	531
Mill Office	21	19	525
FB Shipping	25	23	521
Cost Accounting	18	18	500
Drafting	19	21	475
Purchasing	19	21	475
Accounting	18	26	409
Finishing Mill	21	27	437
Sales	18	26	409
Labor Bureau	12	28	300
Credit	8	36	182
Stores Accounting	2	26	071

Bird Hall Movies for February

Wednesday, February 1—"The Wizard." Edmund Lowe, all-star cast.

Saturday, February 4—"Shanghai Bound." Richard Dix, Mary Brian.

Wednesday, February 8—"Rookies." Karl Dane, George K. Arthur, Marceline Day.

Saturday, February 11—"Tumbling River." Tom Mix, weith "Tony," the Wonder Horse.

Wednesday, February 15—"Seventh Heaven." Janet Gaynor and CHARLES FARRELL.

Saturday, February 18—"Two Girls Wanted." All-star cast.

Wednesday, February 22—"Now We're in the Air." Wallace Beery and Raymond Hatton.

Saturday, February 25—"Chain Lightning." Buck Jones.

Wednesday, February 29—"The Gay Defender." Richard Dix.

An interesting series of Fox Film varieties, Fox comedies, Paramount and Metro short subjects, with Paramount News on Wednesdays, will complete the programs.

Girl's Bowling in Full Swing AB Leading by Wide Margin

THE Girls' Bowling League is now in full swing, with matches three times a week at Russell's and at Murray's alleys in Norwood.

The team from AB is leading the league by a wide margin. Honors for high single string are tied between Alice Kelliher and Nora Feeney, each with 92. Helen Gustafson has high three-string total, 253. AB also holds the high team three-string total with 1108.

Following is the standing in this league as of January 21:

Team	Points Won	Lost	% Won
AB	19	1	950
V	14	2	875
AH	13	3	812.5
AC	12	8	800
AL	12	4	750
CXA	9	7	592.5
VK	11	9	550
A	11	9	550
CF	4	4	500
CE	6	6	500
AS	9	11	450
G	6	10	375
DM	5	11	312.5
FXP	3	9	250
FX1	2	14	125
FX2	1	15	62.5
CX	0	8	0

Norwood Rifle Club Seeks Members

THE Norwood Rifle Club, an active organization in that town, is seeking new members. This club offers an unusual opportunity to any Bird workers who are interested in shooting, whether they be experts or just beginners.

As recorded elsewhere, three of this year's officers of the club are Bird workers. Harry Tower, FX1, is chairman; Billy Quinn, DM, is vice-president; and Wilbur Fay, EMM, is treasurer. The membership also includes several other Bird people, among them Bill Harper, John Bache and Ed Boulter.

The club meets every Wednesday night in Joe Fenton's Garage, Norwood. Informal matches are held, with every opportunity provided for good competition for all. Moreover, the Norwood Club's affiliation with the National Rifle Association enables them to secure all ammunition for target shooting free of charge, and to provide for members not so equipped, both large and small bore rifles, for use at the range.

Dues are $1 per year. Anyone interested in joining the club should see one of the men named above, drop in at the next Wed. night meeting.

Credit Union Membership is Largest Since Organization

WITH the addition of 76 new members during December, the membership of the Neponset Credit Union is now 1034, the largest in the history of this organization.

The Christmas Club is proving more popular each year, and this season shows an increased number taking advantage of this way of saving for future needs. It is not too late, by the way, to join the 1928 Club.

During the past month the books of the Neponset Credit Union were thoroughly gone over by two examiners from the office of the Commissioner of Banks, Commonwealth of Massachusetts. This yearly examination by the State is one of the conditions under which our Credit Union, as well as all others, operates.

The annual report shows healthy and growing activity during the past year. More than $28,000 is held in shares by members of the Credit Union. Loans amounting to $68,630.55 were made during the year. Deposits of $144,000 were made by Bird & Son people.

These figures show approximate increases of $3800 in shares, $2500 in deposits, and $12,000 in loans. Investments held by the Credit Union now amount to $21,865.13.

Eleven representatives of the Neponset Credit Union attended the dinner held by the Credit Union League, January 14, at which more than 400 were present, in celebration of the anniversary of the Birth of Benjamin Franklin.

The directors attending: Andrew C. Urquhart, John J. White, John H. Smith, A. H. Anderson, Charles D. Savage, Ben D. Rogers, Albert W. Smith. In addition, the following were invited: Richard J. Stoddard, Harry Dresser, Stuart Nickerson, Berton Seekins.

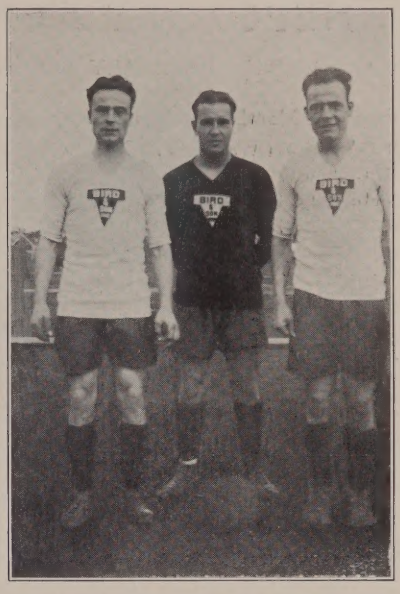
(Continued from Page 2)

cepted. As conditions changed, they were put into effect, brought up again, and the awards made. These three suggestions were those of James F. Costello, EMT, in regard to Piping Steam into Jaws of Ash Hopper; John H. White, FBM, in regard to the Utility Value of Machine Shop Lathe; John Wilkes, FXB, in regard to Top Carrier Belt Tightener Arm. John H. White's suggestion dated back to 1923, while the other two were of 1925. Bringing them up at this time automatically makes them 1927 suggestions.

Those who had more than one suggestion accepted in 1927, in addition to those who won prizes for the largest numbers, are as follows:

Arthur Balduf, FBF, 7; Carl Johnson, FFM, 7; F. C. Rafuse, SM, 7; Arthur Spinks, FFV, 6; Clifford Banks, DPP, 5; Frank Reed, DPH, 5; John Connolly, FFV, 4; Martin King, EMP, 4.

BIRD TEAM FINISHES THIRD



Three Bird Soccer Stars, left to right, Capt. Walter Mc Kenna, Frank Milliken, Aurthur Mc Kenna.

THE BIRD AND SON SOCCER TEAM deserves high praise and hearty congratulations for their work in the season just closed. This first year aggregation finished in third place, being led only by the veteran Fore River and Readville teams.

The Boston and District League season is at an end, and the boys are now looking forward to the opening of the fight for the League Cup. All teams in the league, both northern and southern division, will play in this series for the trophy, and also for the gold medals that are presented to team members. Play will start early in the spring.

The final league standing was:

	P	W	D	L	Pts.
Fore River Shamrocks	10	9	1	0	19
Readville	10	8	2	0	18
Bird and Son, inc.	10	5	0	5	10
Fore River Shipbuilders	10	4	0	6	8
Brockton	10	2	0	8	4
Armenian-Americans	10	0	0	10	0

The following had 3 accepted during 1927:

Michael Connolly, FFV; Walter Gill, DPP; Henry Gray, DMT; Allan J. Hill, FFN; John Malacaria, FFP; H. G. Morgan, FFR; Charles Mutch, FXC; Patsy Sansone, FFD; J. M. Smith, EMP; Ira M. Treen, FFY; Arthur Wise, FFP.

These men had two ideas accepted:

Ernest Alexander, EMW; William Barton, FFP; George Bigelow, FFM; Joseph Chartrand, FXG; Walter Cyr, FBF; William Danaher, FFV; James DeChells, FXR; C. R. Hamilton, FFN; Robert Hood, FMM; Guy R. Hoyt, FXR; John Lydon, FXT; Louis Maida, DFG; Cyril McCue, FFN; C. L. Miller, FFV; Matejs Minkevicis, FXF; Nelson Philips, FFP; W. J. Quinn, DM; C. D. Rafuse, EMM; D. H. Regan, Sr., EMM; W. H. Schaier, EF; J. S. Walker, EMT; George Wallace, EMW; John Wilkes, FXB.

BIRD'S
NEPONSET REVIEW

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Published Monthly by the Employees of Bird & Son, inc.

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We Pay Our Respects

THE outstanding accomplishments of Bird & Son workers are almost invariably given space in this magazine. Suggestion prizes, production records, Safety records, athletic awards—all these things receive due recognition.

But there are little happenings, deeds of thoughtfulness performed, which often go unnoticed, when they should be brought to mind. It is with great satisfaction, then, that we record two such acts in the following paragraphs:

A few weeks ago, John Zedroski, a stapler in the Solid Fibre department, No. 1 Box Shop, picked up a pay envelope, containing the week's earnings of another Bird & Son worker. John, mindful of what the loss of a week's pay might mean to the owner, delivered it immediately to the proper authorities, who, in turn, got in touch with the owner of the envelope. John was rewarded with a portion of the envelope's contents.

A short time after this happened Mike Kozloski of DMH found a wallet containing money, automobile licenses and other papers in the paper stock. The wallet had been dropped in the pressroom of a Boston newspaper by the owner, and been baled up with stock eventually purchased by Bird & Son. Of course, the owner had given up all hope of ever locating it, and was pleasantly surprised to receive word from Bird & Son of its recovery.

The sum of money involved in each case was not large. In each case there would have been no means of tracing the property.

But two men believed that honesty *was* the best policy, not as measured in terms of reward, but as common decency, fair play, the doing to others as they would be done by.

He that nothing questioneth, nothing learneth.

Two Old Timers Pass

THE *Review* records with deep regret the recent death of two Bird & Son veterans.

Otto J. Ross, a Bird worker since June, 1901, died on January 3 at his home in Islington, following an illness of about two months. Mr. Ross had been a valued worker in the Shipping department of the East Walpole mills. He is survived by his wife and three children.

Maurice W. Gilbert, Building and Roofing worker, passed away at his home in Norwood on January 9. Mr. Gilbert had been a Bird employee since July, 1905, when he started work in DMT. He became foreman of this department. Later, he transferred to the Roofing mill, first to the Finishing department, and later to the Shipping, where he was employed until a few months previous to his death. He is survived by four children.

Generosity and Co-operation Create New Beauty in Union Church

THROUGH the generosity of several individuals and organizations, and particularly through the public spiritedness of Mrs. Francis W. Bird, the Union Congregational Church of East Walpole has recently taken its place among the most beautiful houses of worship in this vicinity.

Too much credit or praise cannot be given to Mrs. F. W. Bird, whose provision of funds for the major improvements and additions, namely, the chancel, new pews, shutters, new lighting fixtures and hangings and decorations served to inspire and make possible further gifts and improvements.

The new Skinner pipe organ located in the new chancel was built through subscriptions by church members and others in the community.

Other gifts included: By Mrs. Charles Sumner Bird, the lectern and silver collection plates; by the Women's Church Aid, the alms basin, in memory of Mrs. Bertha Reed Lytle, former president; by Mrs. Melissa Phelps, the altar vases, in memory of Miss Mary Reynolds Bird; by Mr. and Mrs. Charles O. Littlefield, the baptismal font; by the Bertha Reed Lytle Club, the altar cross, in memory of Mrs. Bertha Reed Lytle.

In addition to the work done in the auditorium, the vestry has been redecorated, a new composition floor laid, the kitchen enlarged, and many other improvements made and facilities added.

The community indeed owes its thanks to all those who gave so generously to make possible these things, which will add so much to the religious and social life of the community.

Science placed horse-power under the motor hood, but only God can place horse-sense under the driver's hat.

He who takes a chance usually takes one too many.

GRANVILLE BAKER-FB-GOES TO FEED HIS HENS AND THERE AIN'T NONE. JUST THE JANITOR AND THE HEAD MAN

THEY'D ALL WANDERED OVER TO HIS NEIGHBOR'S NEWLY PLANTED GARDEN.

EMILE ANDERSON - FBV - LEFT HIS OVERALLS IN HIS LOCKER FOR FOUR DAYS. WHEN HE FINALLY WENT TO PUT THEM ON, OUT JUMPED THREE MICE. THAT'S LESS THAN ONE A DAY AT THAT, EMILE!

DAGMAR, WELTHEA, HELEN AND BERTHA WENT SKATING UP THE RIVER ONE NIGHT. THEY MISSED SEEING THE CABLE, BUT DID NOT MISS THE CABLE. IT LOOKED LIKE THE CLOTHES LINE ON A WINDY MORNING.

NEW E. M. B. A. OFFICERS NAMED; FEWER CASES NEEDED BENEFIT

A NET increase of 64 members for the year was reported at the annual meeting of the Bird & Son Employees Mutual Benefit Association, held in the lunch room, off the Main Mill Brigade Room, Tuesday evening, January 17.

Officers for the year 1928 were elected. They were: R. A. Wilkins, president; Halburton Dobbins, vice-president; Dennis J. Cullinane, secretary; John J. Linnehan, treasurer. Investigating committee: Ed Geraghty, chairman; Helen M. Randall, John J. Burke, Frank Whitehead, Lyman Small. Nominating committee: Albert W. Smith, Thomas H. Graney, Harry Dresser.

Dennis J. Cullinane, secretary, was unable to be present at the meeting on account of illness. It was voted by the members that the secretary pro tem, A. W. Smith, write a letter to Mr. Cullinane expressing the regret of the members present that he was unable to attend the meeting, and wishing him a speedy recovery.

B. D. Rogers spoke briefly during the meeting and brought out the point that the decrease in sick benefits could be traced in a large measure to doctor's services, and to health and safety work.

He mentioned also the increase in assets over 1926 of about $11,000.

The treasurer's report showed sick benefits paid during the year, $13,619.50; insurance premiums, $18,956.65, and physicians' fees, $4,486.90. Net assets as of December 31 were $34,337.44.

The membership as of December 31 was 1849.

The investigating committee reported the receipt of 247 notices of sickness during the year, of which 215 received benefit. The committee was pleased to report 27 cases less than last year. Six members received full benefit.

The report of the Phillipsdale Branch showed a gain in membership of 7, the membership as of December 31 being 141. Reported expenditures included doctors' bills, $485; sick benefits, $858; insurance premiums, $1479.

Those present at the annual meeting voted to extend thanks to Bird & Son, inc., for their financial assistance during 1927.

It was also voted to extend thanks to the retiring president, Marshall H. Grant, who has served the Benefit Association for the past three years.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice F. Severance — *Edgar Tarr*
Fred J. Spang — *Ethel Duncan*
Arthur V. Wilson — *Margaret Dalton*
Margaret Poff — *Margaret Owens*

Edna Clements of AB is leaving us to take the training course for nurses at the Deaconess Hospital. She has our best wishes in her new work.

Steve Traudt is sporting a new Studebaker, and we notice he doesn't call his car "the buggy" any more.

Margaret Dalton's family are building a new home in Walpole.

The girls in the Purchasing department took in the Follies during their recent showing in Boston. Margaret Poff, Louise MacFarland, Margaret Corcoran, Robina Urqhart and Mary Hickey made up the party.

We've just mentioned J. R. Maraist and a new car. But a far more important addition to the Maraist household is an eight and one-half pound son, who came a few days before Christmas.

E'en though as we write this a cold, cold wind is howling outside, it is interesting to record that on one of the Springlike days recently, January 12 to be exact, Sam Graves brought in a dandelion in full bloom, picked on one of the Main Office lawns.

Although it's rather late to talk about Christmas, past, it isn't too late to tell about the good time that the girls had at their party which was held at Anne Kelliher's home in Norwood. Anne and her sisters certainly know how to stage a "Wow of a party."

Some of those who help keep Bird & Son's accounts in proper shape. They are on the top floor of the FX2 building

Veronica Honahan has left Bird & Son to resume her studies at Salem Normal School.

Jerry Sheehan is out on the road for short trips now.

Carl Uriot has returned to work after his recent illness, and hereby receives our official welcome.

Ernest Stather, messenger boy, has transferred to FX2. William Pratt is taking his place, and this is his "howdy."

The many friends of Gertrude Fairbanks, a former worker in the Stenographic department, will be sorry to learn of her death at Braintree, Wednesday, January 18.

There was a wild rush to the desk of "Chick" Campbell the other day to extend congratulations and also to receive a cigar from the "proud father," but the "baby" was only a Chesterfield doll he had won.

Recent reports are that Frank Larrabee, AC, called up various departments in the mill, asking them, in all seriousness, when they were going to send in their time cards for Monday, January 2. It dawned on Frank sometime during the proceedings that the second of the month was a holiday.

The electric radio bug has bitten the following, all of whom have new Atwater Kents: Miss Roundy, Mike Hawkins, Gus Hills, Ernest Coleman.

There is also a new Atwater Kent in the Brigade Room, which is highly appreciated by those who use the room during the evening.

Other new cars not mentioned elsewhere have been acquired by "Duke" Maraist, Essex coach; W. E. Hicks, Essex coach; Ted Holmes, Pontiac sedan.

Leonard Mattson has transferred from AM to AW.

We all welcome Jerry King into his new position. He is now in charge of Sales Service and is making rapid progress even in this early stage. Good luck, Jerry!

Jack Cook has been welcomed as a new member of sales correspondents.

Mary Concannon went to her home in Portland, Maine, for a week of her vacation.

L. W. Prouty and his family were here from San Francisco for the Christmas hoildays.

The town of Norwood increased its population by one citizen when Stan Blackmer recently moved there. The morning country air seems to agree with everyone for some reason or other.

If you wanted to see some fun you should have been peeking into Taylor's Roller Skating Rink when 13 of the girls from CF and AH were let loose one night recently. None of the girls had been on skates before and all of Hough's Neck had a "Season's Treat." If anyone else is "game" just let us know and we will be glad to take you along the next time.

And Eddie Johnson knew so much more than his vocal teacher that he stopped taking lessons and is starting with someone else.

Paper Mills

East Walpole, Mass., Mills

John E. Curran *John J. Burke*
William J. Quinn *John H. Maguire*
Marshall B. Lee *Maude E. Kaler* *Ernest Koebe*

New Year wishes, while perhaps a bit late at this time, are nevertheless mighty welcome when they come from old friends. Thomas P. Maguire, Old Timer, sends his to all the Bird & Son family, from St. Cloud, Florida.

Eddie Powers sure has an eye for beauty in the line of "swell shoits." Some of the designs on Eddie's manly chest are very attractive.

Atwater Kent vs. Radiola. Gene Connolly shopped around for weeks, trying to decide which model to purchase. Finally he ordered a Radiola on January 7, and to date (January 25) only the outside wire has been installed.

James O'Donnell has turned his thoughts to making his fortune early in life. Jim bought a pair of overalls for $2.25. He wore them a month and got his money's worth out of them, and then sold them for $3. Now he is ready to open up a store, and has had some signs printed, as follows: Horse Collars, Bed Clothes, Lightning Rods and Neckties, Tooth Paste, Radios, Rubber boots and Shotguns. If you want anything from a needle to an anchor, see Jim.

Herman Barker was so proud of the double barrel shotgun Santa Claus gave him Christmas that he had to stroll around the square with the gun over his shoulder one morning. We think everyone got a good look at it.

Tony Feeney certainly likes chicken in all its forms, and just to convince our readers, here's the proof. Tony bought a new car, and, a garage being a necessity, he made a temporary one out of the hen house, and put the hens in new quarters. He spent all of a Saturday afternoon shining up the car to keep a "heavy date" that night. Tony left the garage doors open while he ate his supper, as he wanted to get a very early start.

He finished supper, hopped in the car, and burned up the road to Medfield. Upon his arrival his three passengers-to-be admired the car from end to end and could hardly wait fo a ride in it. They climbed in, and two seconds later the air was split with blood-curdling screeches as two hens flew out from the rear seat. Tony, who had gone back to look at the gas, found another calmly roosting on the spare tire. The ultimate fate of the hens is not recorded.

Tom Burns thought he heard the typewriters in the Mill Office running about midnight one night. Tom approached carefully, fearful that the place was haunted, but it turned out to be only the steam pipes tuning up.

Anyone wishing to buy a Chrysler should talk with Frank Nyborn, who has one of these "marvels of beauty."

Dave Fitzgerald is on the sick list, but we hope to see him back soon.

Albert Salbo has transferred to DF.

We are glad to see Don Kimball back on the job after his attack of grippe.

Although Ralph Wilkins still has a good crop of hair, he manages to get a seat in the front row of the orchestra when he takes in a show.

Bill Quinn has been elected vice-president of the Norwood Rifle Club.

John Curran still insists that he is not in the jitney business, and that the East Walpole and Walpole bus line sign was put on his car by mistake.

Engineering

John Maitland *John Burhon*
John Bache *Joseph Sheeha*

One Christmas present arrived at the home of Dave Regan, Jr., a bit in advance, but it was by far the most welcome. The stork was the Santa Claus, and he left a baby girl. The arrival was just too late to record in the last *Review*, so we do it now, with our congratulations.

Elsewhere in the *Review* you will find recorded the story of the "ladies' versus gents'" bowling match. It was an En-

John, Jr., son of John Bache, EMM, at the cheerful age of 22 months

gineering team that upheld the honors for the men, and we just want to say that an enjoyable evening was spent with great hopes of these games being continued.

We are sorry to report the illness of Dennis J. Cullinane, who is confined at Norwood Hospital. He has our heartfelt wishes for a speedy recovery.

Mike Kelley of ERB has a new radio, and expects to get China the first night.

Pat McNulty of ERB is now a Bird & Son home owner. Pat now resides at his new house, 39 Walnut Avenue, Norwood.

We hope to see Dan McDavitt back soon, and recovered from his illness.

We are glad to hear that Ernest Stott's girl, Muriel, is now out of danger and on the road to recovery.

Leroy Gardner is now back at work, and looking fine.

Wilbur Fay is the new treasurer of the Norwood Rifle Club.

Bill Koehler has bought one of the latest Atwater Kent radio outfits, and is spending the early morning hours getting long distance stations.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*

Frank Reed received a check for $5 the other day, for an accepted suggestion.

Some of our men may up an alleged bowling team and had a match with a team from the American Electrical Works. Those making up our team were Salisbury, Phelps, Carlson, Billings and Nolan. The result could not have been very flattering to our team, for they seem rather embarrassed when we ask them the score.

We welcome Kazmis Wytrwal, who has started to work with us in the cutter room .

Two of our watchmen received certificates from the Providence Safety Council in recognition of their perfect attendance at a series of meetings conducted by them in fire prevention work. These men were Bill Callen and Ed Medbury. The third watchman missed only the first meeting.

We are glad to see Patsy Cavaluzzi back again after having been out a week or so with a very bad cold.

Several of the men thought they would save a little money this year and not register their cars until March or April, but they are beginning to weaken with this good weather, and

A wedding day photo showing Walter Karpoweck, of DP, and his bride. Walter worked in Norwood before going to Phillipsdale, so his friends up here should be interested, too

Phelps, Carlson and Howard have theirs on the road again.

Joseph Wynne, one of the chauffeurs of our tractors is playing goal tender for the Glenlyon Dye Works hockey team in the Manufacturer's League.

Seigel Tarasenkov has left us to start in the retail merchandising business. He is now running his own store on Walling Street.

Two of our men attended the Rhode Island Industrial Safety Conference held in Providence lately. They were Rex Salisbury, who is chairman of the safety committee, and Joseph Wynne, who is a representative from the safety committee. Among the speakers at this conference was our own Ben Rogers.

While we are on safety we will give the names of the men on our 1928 Safety Committee. These are, in addition to Rex Salisbury, chairman, and Lloyd Allen, secretary: Broderick, DPB; Carlson, DPM; Kelly, DPC; Valentine, DPR; Perry, DPP; Machado, DPV; Wynne, DPY.

We have started a series of foremen's conferences, similar to those held at East Walpole, and they seem to be very interesting.

The Benefit Association officers for 1928 are as follows:

Executive Committee—T. G. Henderson, Chairman; Rexford Salisbury, Leslie Howard.

Investigating Committee—George Hawley, Chairman; Henry Phelps, Edward Kelley.

Nominating Committee—William Banks, Chairman; Helge Holter, Edward Healy.

Our sympathy is with Leonard Carlson and his family in the recent death of Mrs. Carlson.

Our Shipping department is rejoicing in the acquisition of a Lewis-Shepard stacker. This will cut down the manual labor quite a little in loading heavy felt in the box cars.

Joe Silva had an idea one day that all was not well and after seeing the doctor found that he had a temperature of 102½. Joe went to bed for a while.

We can't be very enthusiastic over the speed of the new Ford as Tony Fernandes has a speedometer on his 1925 model that registers 55 miles an hour quite often.

Mr. and Mrs. Arnold Manchester announce the birth of a son, Mason Arnold Manchester, on Christmas Day.

John Barquist has been having a pleasant two weeks serving on the jury down in Fall River.

A few of our men attended the celebration of the Fiftieth Anniversary of the marriage of the parents of Tixy Billings.

George Hawley has recently acquired a new 6-tube Kellogg Radio and we expect that we will have to listen to stories of how he heard "Japan or China or some other place last night."

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Will A. Evans*
George L. Holland *Charles S. Mutch*
Florence H. Slaney *Mary Driscoll*
Earl H. Hansen

Mike Verderber made a trip to the Pinnacle one noon recently, and returned with some pussy willows.

Kenneth Towle made his debut at the St. Joseph's amateur bouts one Saturday night recently. All he saw was a big black streak that hit like lightning, but after all was over he was presented with a very nice watch which he is now sporting around.

Harry Tower has been elected president of the Norwood Rifle Club.

The girls in FX2 said a regretful good-bye to "Reggie" Schellin, who left us recently to go housekeeping.

Larry Doane was seen cutting ice one morning recently before breakfast, at the New Pond. We are wondering when and if the hens got their water that morning.

Esther Olson spent the holidays with her folks at Rockport.

Roy Fullerton has been transferred from the New Box Shop to FXR.

Frank Welch has transferred from FXR to the New Box Shop.

Miah Coughlin is now in charge of FXR.

Bill Urquhart recently celebrated his wedding anniversary in Boston with a large party of friends.

Two of our members, Louis Rossi and John Cook, who are "laid up" are both progressing rapidly, and should be back with us 'ere long.

Another new arrival, which was too late for the last issue, was at the home of Francis Donlon on December 19. It was a boy.

Mary Long, Alice Connolly, Tynne Sulonen, and Mary Gziboski went in to see the bright lights in Keith's theatre recently.

We extend our sympathies to Edgar Ross in the loss of his father.

Two new records have been set up in the combiner room, New Box Shop.

On January 6, John Goonan broke all existing records on the solid fibre combiner when, on a run of seven hours and forty-five minutes, the average produced was 8,450 lineal feet per hour. This machine has a speed of 200 feet per minute.

Not to be outdone, Charlie Mutch came through the next day and set up a new mark of 7360 feet average per hour on the corrugated combiner, running four hours and ten minutes. The speed of this machine is 150 feet per minute.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Ralph Kolseth *Charles Seavey*
Richard Stoddard *John White*
L. M. Pratt

FB deserves particular and honorable mention this month as having 100 per cent membership in the Mutual Benefit Association. They want to know if any of the other mills can come up to that?

About twenty from FB attended Harry Dresser's masonic lodge in South Boston, at his invitation, Tuesday evening, January 24.

John Foley has recovered from his recent illness and is now able to give the office cat three square meals per day.

Roy Packard, who has been out since February, 1926, has returned to work in FB. Here's a hearty welcome to him!

Congratulations to Eddie Hiller. This means a nine and a half pound boy, born January 20. Mrs. Hiller was formerly Ruth Bearsley of AS.

John Buonpane has bought a house on Andrew Street, Norwood.

Walter Cyr has moved from Washington Street to Mylod Street.

Bill Sibel, our trapper and hunter, reports a good season so far.

Andy Mannimon, Victor Makela and Rudolph DiMichele are out on the sick list, but we expect all of them back before long.

John Matera of No. 6 Machine is on leave of absence, and is going back to Italy for a while.

Joe Bilotta of No. 1 Machine will be transferred from No. 1 Machine to No. 6, as knife man.

Ralph Kemp has been transferred from No. 5 Machine to PBL.

Helmer Ecklund and Johnnie Olsen may be seen in Boston harbor any Sunday, spearing eels.

Gus Mauritz has finished his steam heated garage and he thinks that the starting of his car will be much easier now.

Bill Phelps' address is now 38 Lake Flower Avenue, Saranac Lake, New York. Some of the boys might like to drop him a line.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

A daughter, Marguerite, was born to Mr. and Mrs. Jonas Johnson, Tuesday, December 27, and we take this opportunity to offer our congratulations and sincere best wishes.

Among the visitors at the mill during the past few weeks were Mr. Shamberger and Mr. Kobel of the Mountain States Roofing Co., Denver, Colo.; Mr. Mefferd, of Mefferd & McGuire, DesMoines, Ia.; Mr. Montei, Roofing Contractor at Caro, Mich., and Mr. Frank Young of the Logansport Roofing Co., Logansport, Ind.

There was a total of 125 non-stop runs for the year of 1927: 62 on No. 1 Machine and 63 on No. 2.

A meeting of Southern Salesmen was held in New Orleans, December 27 and 28. Mr. Hird attended from here.

The Safety Prize for the last three months of 1927 was won by Groups One and Five.

"Charlie" McEachren left us on January 1st to enter business in Canada. We wish him all the good luck in the world.

Erich Gach of the Laboratory, and W. Irvin, one of our printers, are both confined to their homes with illness, but we understand they are recovering rapidly now.

O. Schabes and B. Cozzi, employed in the mill, were both off for a week due to bad colds.

Just as a reminder. Jake, "Nite" and Harry Ammerman on a vacation trip. "Nite" works at Chicago Roofing

Miss Dunn, our filing clerk, was home for three weeks, having had her tonsils and adenoids removed.

"Duke" Perrizo had ptomaine poisoning and had to remain at home for several days.

H. Jansen was the first one to get a New Chevrolet, and Mrs. Prarie was the next to follow suit.

The Art Gallery is again opened for the winter and Tony Ecklund is accepting contributions.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham *G. L. Staples*
Tom Rogers *Carl Johnson*
Frank Sutherland

Now that Carl Johnson and John Macchi do not have to sing at the Norfolk Band Concerts until the next season, they have been favoring FFM with a few musical numbers during the noon hour.

We welcome these new workers to FFP: George Lynch, Robert Miller, Miford Ward.

Nils Lindequist is now walking on air as the proud papa of a baby girl, Alice, born January 11.

Greydon Mango has left the employ of Bird and Son to accept a position as assistant superintendent of the Manchester Water Works.

We hope to see Jasper Steele back on the job soon and fully recovered from his operation.

We hear that Kirke Pond has put in an order for a new Ford coupe.

Berton Seekins attended the meeting of the Credit Union League at the Boston Chamber of Commerce, recently.

Peter Alexander, poet-laureate of FFV, bursts forth once more:

Identifications

You can always tell an old hand
By the way he handles rugs,
You can always tell the shippers
By their important looking mugs.

You can always tell the new man
By his timid looks and such;
You can always tell the checkers,
But you cannot tell them much.

Lawrence Angelo of FFF is a booster for good old Lizzie

William Boyd of FFC is still studying over an improved radio set. Don't worry, Bill, television is just around the corner.

Chicago Office

B. I. Hindmarsh *Lillian Moe*

It seemed mighty good to see all the boys who came in off the road to attend the Annual Meet-up held December 19th and 20th. East Walpole was represented by Messrs. H. E. Sawyer, Jr., and J. F. Maguire, who divulged all of the inside dope on production and sales.

The Dinner Dance held at the Stevens Hotel served as a pleasant relaxation after the strenuous business sessions held in the Chicago office and excellent music was provided by Herbie Mintz and his orchestra, well known radio artists and, in addition, an array of home talent, seldom if ever equalled was discovered by Mr. Mintz, and the most made of it.

The performance ran from a very fine rendering of Amherst songs by the" Amherst Four" to other demonstrations not nearly so dignified. A new division of Bird and Son was discovered when mention was made of Bird's Roofery department and we still are wondering what the Credit department thought.

The Meet-up was concluded with a luncheon at the Illinois Atheletic Club at which time cigarette lighters were presented. One or two succeeded in lighting theirs at once, and finally everyone got the combination and nearly burned down the place. The balance of the afternoon was spent in various recreations. Ed Battle still thinks he can bowl.

Tom Creden and Jack Riordan are now spreading the gospel of Neponset throughout Michigan and Southern Illinois, respectively. Jack bought a Ford, but in spite of the fact that Henry is supposed to have made a lady out of "Lizzie," Jack says she isn't a lady. Creden certainly is an athlete. He made a block in Grand Rapids at nothing flat, chasing his hat through mud puddles, slush, etc.

C. A. Boiteau, who is introducing Neponset to the far Northwest, apparently will soon have that territory sewed up.

Let every dawn of morning be to you as the beginning of life, and every setting sun be to you as its close; then let every one of these short lives leave its sure record of some kindly thing done for others, some goodly strength or knowledge gained for yourself.

—John Ruskin.

Bird Club Entertainments

TWO more meetings in the 1927–28 series of Bird Club get-togethers will have been held by the time this issue reaches our readers.

Number 1 Box Shop were the sponsors of the highly successful "College Night" held at Bird Hall, Friday evening, January 6. This type of entertainment was held in response to the demand for at least one concert and dance during the Bird Club season, and the Box Shop crowd met the demand in right good style.

Tickets for members were sold out long before Friday, and the few public admission tickets melted like snow in a January thaw.

But to come to the entertainment. Most original, without a doubt, were the programs. These were worked out by the committee, and were miniature fibre cases, with a printed program attached. While these were being received, the Brown University Musical Clubs were tuning up behind the scenes, and, shortly after 8 o'clock, their concert started.

It was good entertainment in every way. Variety ruled, and the audience was amused and pleased right down the line through vocal and instrumental solos, impersonations, glee and banjo club numbers, and even the quartet, which did a pretty good job for their first time together.

The committee in charge for the evening consisted of Cornelius Gardner, chairman; Russell L. Tupper, Marshall B. Lee, John J. White, John L. Locke and Francis Donlan.

On the night of January 31, Bird Hall was again the scene of the meeting of the Birdites when, under the auspices of the Accounting and Purchasing departments, the members gathered around the festive board to partake of a chicken dinner served by Seilers, and to enjoy the entertainment which followed.

A more complete account will appear in the next *Review*.

The February meeting will be under the direction of No. 2 Box Shop.

The entertainment to be staged by the No. 2 Box Shop Committee will come during the week of February 20, and will be in the nature of an Athletic Night. Details will be announced in notices to members within the next few days.

CARDS OF THANKS

We wish to thank the firm of Bird & Son, the workers in the Shipping Department, and the many other friends for the beautiful flowers and many kind acts and expressions of sympathy extended to us in our recent bereavement.

Mrs. Otto J. Ross and family,
Carroll Avenue, Islington.

I wish to thank all my friends in FX1 for their generous parting gift.

Eva M. Dower.

I wish to thank all the many friends for their kind expressions of sympathy in my recent bereavement.

George E. Smith.

FILE YOUR INCOME TAX!

CONTRARY to our usual custom of advising everyone the amount of their yearly earnings, we are *this* year advising *only* the following:

1. Single persons earning $1500 and over.
2. Married persons earning $2000 and over.

If you have reason to believe that you should come under either of the above classifications, and did not receive a card, it would be well to state your case to the Labor Bureau.

Who Are to File Returns?

Whether or not you have to pay a tax, *returns must* be filed as follows:

Federal Income Tax

1. By every single person earning $1500 and over.

2. By every married person earning $3500 and over.

Before March 15, 1928.

Massachusetts State Income Tax

1. By everyone earning $2000 or over whether married or single.

If you receive a state blank and are not required to file because of insufficient earnings, return the blank to the Income Tax Director, with a notation to that effect.

Under the *Federal* tax, married persons living with husband or wife, and heads of families are allowed an exemption of $3500, regardless of the amount of net income. A credit of $400 for each person dependent upon him for support, if such person is under eighteen years of age, or incapable of self-support because mentally or physically defective, is still allowed. If you were married during the year, credit is allowed for the proportion of the year you were married.

Under the *State* tax, interest received from accounts in national banks and in certain trust companies is taxable on the State return.

If you are in doubt as to whether you should file a return, consult a competent authority, or this office, before the above dates. Returns must be filed if your earnings are over the specified amounts—even though no tax is due. Assistance in making out returns will be given by the Labor Bureau at any time.

Labor Bureau.

Walpole Home Building Company Notes

Arthur E. Cobb is remodelling and improving the house he recently purchased on Morse Street, East Walpole.

Walter Cyr has moved from 55 Washington Street, East Walpole to 58 Mylod Street, Norwood.

The Walpole Home Building Company is making a collection of ashes every Saturday in East Walpole. There is a small charge for this service.

TO LET

Single house—6 rooms, modern improvements, garage, large lot, good location. Rent $45.00 month. Apply to Walpole Home Building Co., Inc., East Walpole, Mass.

More Home Building Services

Home of Roy Cooper, Pleasant Street, East Walpole

THE December issue contained some preliminary information on the Architect's Small House Service Bureau, an organization having facilities and rendering services which should be of tremendous interest to anyone planning a new home at any time in the future.

The Bureau is a national organization of practicing architects, and has received the endorsement of the American Institute of Architects and of Herbert Hoover, Secretary of Commerce.

Last month we spoke briefly of several of the services that the Bureau furnishes, among them the "selective service" plan. As future articles in the *Review* will describe more fully the other helps that the Bureau renders, let us go more fully into the selective service in this month's story.

If you will call at the Labor Bureau, and ask for a Selective Service Information Sheet, you may then take advantage of this first help that the Bureau offers.

The sheet is designed for those who are planning to build, and have a general idea of the home they want, but who would like to see sketches showing houses that would fit their lot, go well with the surroundings, etc.

This blank asks you the dimensions of your lot, how it faces in relation to the points of the compass, the street, the best view, etc.; the character of the ground—whether level, sloping, etc.; the expected limit of the cost without land; value of land; rooms and special features desired; type of exterior designs wanted, and other necessary information.

When you have filled out the blank, you return it to the Bureau, and they will send you sketch plans of houses that most nearly meet the requirements given in the sheet you sent them.

If you like one of these plans, you may buy a complete set from the Bureau at a very moderate cost. Details of the Bureau "complete plan" service will be given in the March *Review*.

Purchasing Agents Visit Plant

Members of the New England Purchasing Agents Association, and their guests

ABOUT twenty members of the New England Purchasing Agents Association, Inc., and their guests, visited the mill on January 23, as guests of the company.

The visitors expressed unanimous pleasure, and many were amazed at the vast extent of the operations of Bird & Son.

Our guests included: J. K. Conant and guest, George H. Morrill Co.; William M. Gallagher, Winslow Bros. and Smith Co.; V. de P. Gobeau and guest, United Fruit Co.; J. O. Hill, Hollingsworth and Vose Co.; R. M. Kimball, the Foxboro Co.; F. A. Gray, Lewis Shepard Co.; W. G. Morse, Harvard University; J. M. Lubit, Flash Chemical Co.; K. H. Partelow, The William Carter Co.; W. A. Sellon, Mead-Morrison Mfg. Co.; R. C. Kelley, Converse Rubber Shoe Co.; A. Sherman and guest, American Felt Co.; W. H. Sherwood and guest, General Radio Co.; C. S. Stickney, Wireless Specialty Apparatus Co.; R. Stimpson and guest, Loose Wiles Biscuit Co.; H. J. Graham, secretary, New England Purchasing Agents Asso.; G. M. Stafford, Wamsutta Mills.

Old Timers' Banquet in May

THE annual banquet, business meeting and entertainment of the Bird & Son Old Timers' Club will be held sometime during the first week in May, Thursday, May 3, having been picked as the tentative date at a meeting of the executive board recently.

It is hoped that the meeting may be held on the top floor of the DM14 building, as it was last year.

Among the committees named was that of Transportation. The members of this committee will have as their duties the providing of transportation for those who cannot conveniently come to the meeting, but would like to.

Definite plans have not, of course, been formulated, but an enjoyable evening is sure to be in store for all the Old Timers.

Veterans' Service List

WE give below the names of those whose fifth and tenth anniversaries with the company fell during January, together with the names of those who completed over twenty years' service during that month. This is followed by a similar list for February:

JANUARY

			Yrs.
Henri Davenport	1– 1–'98	Office	25
Carl W. Smith	1– 1–'01	Paper Mill	27
L. W. Welch	1–16–'01	Box Shop	27
Joe Knaus	1–24–'02	Paper Mill	26
May Gardner	1–26–'02	Office	26
Wm. H. Boyden, Jr.	1– 5–'05	Paper Mill	23
Robert Morse	1– 7–'07	Finishing Mill	21
Daniel Reardon	1– 7–'07	Paper Mill	21
Dennis Lowney	1– 9–'07	Paper Mill	21
Michael Smith	1– 9–'07	Maintenance	21
B. D. Rogers	1–21–'07	Labor Bureau	21
Wm. E. Hale	1–15–'18	Sales	10
Joseph Donovan	1–16–'18	Maintenance	10
A. L. Hayyden	1– 1–'23	Sales	5
P. A. Guttormsen	1– 1–'23	Power & Steam	5
Jerry Burke	1– 2–'23	Bldg. & Rfg.	5
Mytro Korbut	1– 2–'23	Paper Mill	5
Arthur Duncan	1– 3–'23	Bldg. & Rfg.	5
Bartley Barrett	1–11–'23	Paper Mill	5
Santo Damico	1–11–'23	Floor Covering	5
Walter R. Feeley	1–15–'23	Sales	5
	Chicago		
Gwendolyn Prairie	1– 1–'23		5
Henry Athens	1– 1–'23		5
Lillian Moe	1–23–'23		5
Henry L. Mehlman	1–00–'23		5

FEBRUARY

			Yrs.
Thomas P. Maguire	2– 3–'80	Retired	48
Arthur Tillotson	2– 1–'88	Retired	40
Rose Friary	2– 1–'88	Box Shop	40
Carl Schaier	2– 6–'90	Paper Mill	38
H. H. Miller	2–17–'02	Treasurer	26
Henry Hartig	2–21–'05	Maintenance	23
Wienciente Dauksevicz	2–28–'13	Paper Mill	15
Donald A. Chase	2–12–'18	Comptroller	10
Charles D. Rafuse	2–12–'18	Maintenance	10
George Eisner	2–25–'18	Maintenance	10
Everett E. Giles	2–25–'18	Office	10
Arthur Johnson	2– 5–'23	Box Shop	5
Joseph Jalea	2– 6–'23	Floor Covering	5
Leslie Fillmore	2– 7–'23	Floor Covering	5
Ralph Kemp	2–13–'23	Roofing Lab.	5
Harry Dresser	2–19–'23	Roofing Plant	5
Clinton J. Cave	2–23–'23	Roofing Plant	5
Francis Curran	2–23–'23	Box Shop	5
Mrs. Nora Rafuse	2–23–'23	Box Shop	5
Alma Walsh	2–26–'23	Box Shop	5
Coleman Conroy	2–27–'23	Paper Mill	5
	Phillipsdale		
John Davis	2– 5–'03		25
Joseph Farrell	2–21–'13		15
Arthur Mackado	2–16–'23		5
	Chicago		
Wm. W. Wilson	2– 9–'13		15

Soft jobs come to those who have done hard jobs well, and easy money is postponed payment that comes to the man who has earned hard money.

—William Feather.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy Laminated
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.

VOL. XVI NO. 3 MARCH 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

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ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

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Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago, St. Paul

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI March 1928 No. 3

WASTE—WHAT IT MEANS IN DOLLARS AND CENTS

WHEN you hear the word "waste" mentioned, it is quite likely that you will fear that someone is going to say something about turning off the electric lights, or using fewer pencils.

Well, that is only a small part of what we are going to say. But if money talks, then a subject that takes the conversation up into the hundreds of thousands of dollars has something more to it than a discussion of lights and pencils. You'll admit that.

There will be quite a few figures scattered through this story, but we'll spread them out so they won't get monotonous. Let's begin with one, though.

In one single year the cost of waste and defective material in but two departments of Bird & Son making only one class of our products, was over $200,000. Without going into details, that is roughly the profit that should be made on $2,000,000 worth of sales.

Now, having seen that this consideration of waste is no penny-paring business, let's see just what we mean by waste, anyway.

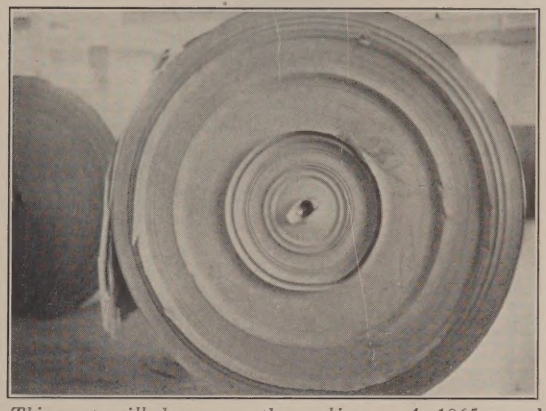
For the purposes of this story we will make three general divisions: 1. Waste of raw materials; 2. Waste of goods in process and finished goods; 3. Waste of "supplies"—meaning light, water, heat, power, and office supplies.

These three kinds of waste will be illustrated with examples and pictures from various places throughout the mills and offices. The examples are given merely to illustrate the story, and are not picked from any particular department to show that department as being any worse than any other.

Having that point clearly in mind, let's begin at the Paper Mills. While we are there, a point comes to mind that can be taken to heart by everyone in every department of Bird & Son.

We are primarily a paper and a felt manufacturing concern. Practically all of our products are made from paper or from felt. That being the case, it is the general opinion, from which follows a general practice, of looking upon paper or felt waste in this manner: "Oh, well, why worry about it, it all goes back to the beaters to be made into paper again."

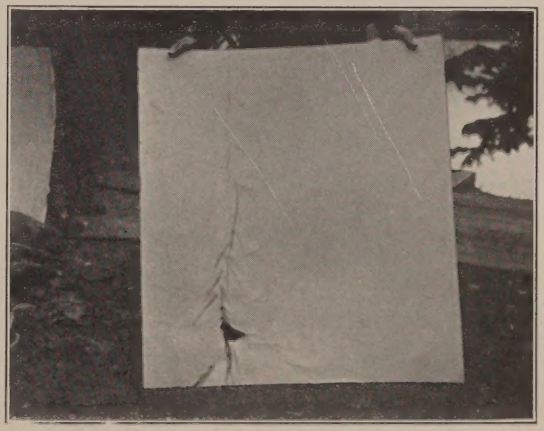
But is it true?—that there isn't any loss in paper broke, in solid fibre and corrugated sheets and cases, in shoe cartons and tack boxes, in felt broke, in paper wasted in the office departments? Not by a long shot it isn't.



This waste will show up on the combiners. An 1865 pound roll of paper, badly rolled, roughly handled. The result will be several dollars wasted in time and material

That paper broke, fibre case, and all the other forms of paper or felt cost so much to manufacture. Now, when it is cast back into the beater in the form of waste, at least two-thirds of the manufacturing cost must be paid again, to remake that sheet or box, or whatever it is, into paper once more. Ever think of it that way?

Not only that, but the material thrown back into the beaters can be used only as waste paper stock can be used. For instance, a sheet of good Neponset bond, thrown into the waste basket in an office department, is a fairly expensive grade of paper. But it goes to the beaters along with, and now worth no more, than any old sheet of newspaper.



Waste multiplies when paper has been combined, as in this sheet of index

A fibre case, badly stained by silicate. Retail value, 21 *cents; value now, about* 2 *cents*

Now we'll have a look at the Paper Mills. We have picked two examples here. One is a damaged roll. In the first place, this roll is very unevenly wound. It will cause trouble on the combiner, with a consequent waste of time, and will also undoubtedly cause the waste of much of the paper on the roll, as well as the paper with which it is combined. Furthermore, as you will see by the picture, there has been rough handling somewhere along the line, for in several places the roll is badly damaged.

Of course, not every roll looks like this, but this damaged one alone will mean a waste of several dollars in good American money.

One of the principal products of the finishing mill is index board, which is made by combining several sheets, or layers of paper, and we use this combining process to stress another point in waste. The sheet of index you will see in another picture is obviously badly damaged. This means the waste of not one sheet—but four—represented by the four layers of paper that went to make up that piece of index.

So you see that waste can multiply.

Yes, there is quite a lot to this waste business.

Damaged shoe carton blanks that, if made into cartons, would have been worth $2*—sales value. Value as junk, about* 20 *cents*

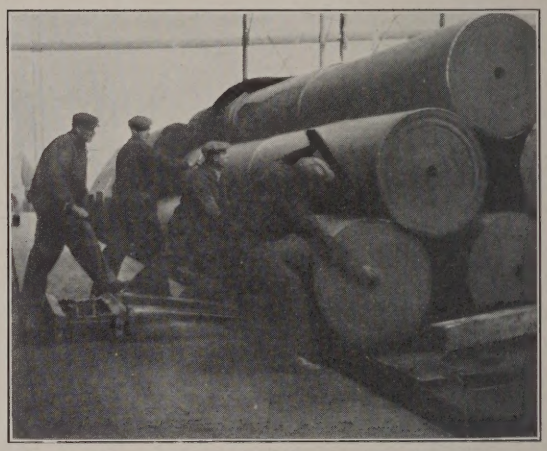
What can we do to help it?

Almost every employee of Bird & Son can help in reducing this paper waste by remembering that paper that goes into the beaters has lost most of its original value. Then, knowing that, we can help by reducing our waste of paper thrown in the waste basket, torn off at the calenders, on the rewinder, or torn or otherwise damaged after it is on the roll.

From the Paper Mills we go to the Box Shops.

Two examples come to mind here, one at No. 1 Box Shop, and another at No. 2.

Our No. 1 story will be told a bit differently from some of the others. We begin at the production end of the combiners. One of these



Improved methods of unloading (and loading, too) of Building and Roofing products help to keep down waste

huge machines, the solid combiner, let us say, is "chumping" out sheet after sheet of fibre board—to be made up later into cases.

Out they come. But here's one that has been badly stained by silicate. It will never make a good case. But it slips by the pick-up men, and goes on to a truck with the good sheets. After a while it goes upstairs, along with its brothers, to the creaser. Here the operator feeds the sheets through the machine, and he also fails to notice the bad sheet, and shoots it along.

Now our blemished and worthless sheet goes to the press to have its label printed. The pressman is likewise in a hurry, and misses the bad article. Off it comes, all nicely printed, but with the blemish just as bad as ever. From the press it goes to the final stage to be stapled. Here the operator picks it up, puts it in his machine, staples it—and then he sees it is no good. He promptly casts it to one side, where it now reposes as an example of wasted material and wasted effort.

All the labor and materials put into that finished case were in vain. Its value, even if salvaged and put into a job lot, is a small fraction of its cost.

But now let us go to No. 2 Box Shop. For our waste example here we picked one that's a bit different. You will note that one of the pictures accompanying this article shows you a pile of shoe carton blanks. These blanks, which should have been eventually made up into perfectly good shoe boxes are damaged in one way or another. They are worth—how much do you think?

In perfect condition that pile of blanks would have been worth $2.00. They are now worth 20 cents, as junk. One dollar and eighty cents wasted!

Common Causes of Waste

Some of the common causes of waste at FX2 are curly paper, paper that is too wet or too dry, misprints, torn sheets, cracky sheets, poor creasing, poor gluing.

What are the causes in your department?

Perhaps by now some of you are thinking that much of this is "inside" waste—that we haven't said much about actual loss of profits. Well, there's no better place to show that than at the Floor Covering plant, where we took that picture of the smeared rug.

That rug, smeared, is worth 55 cents, sold as junk. In perfect condition the average retail price would have been about $6.00. A net loss of $5.45.

Oh, yes, we'll admit that the rug isn't a total loss—that the company is paid something for it, but how long would your pay envelope come through if Bird & Son made and sold nothing but damaged rugs?

So far we've printed a sort of gloomy picture. To lighten things up, we're going to tell you a story of worthwhile accomplishments. There are others like it around Bird & Son, of course, but this one illustrates our problem completely.

A Real Accomplishment

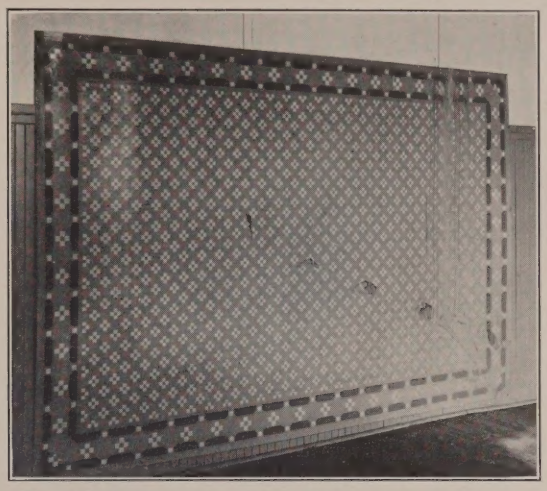
Any good story should give as soon as possible the time, the place and the characters. Time for start of this story, 1923. Place, Norwood Building and Roofing Mill, and Phillipsdale Mill. Characters,—most everybody at both mills.

Then there's the "argument" of the story, or in other words, what it's all about. This story is about the reduction in waste of the dry felt used by FB and FF, manufactured at DP, and sent to FB for saturation and further processes.

In July, 1923, the percentage of waste to tons used was about 3.5—which means 3.5 tons out of every one hundred tons used.

Now without going into details, let it be said that that figure was considered to be too high. A campaign was launched to see what could be done. It was slow work at first.

But in the next few months, some reduction was made. Interest began to pick up. Someone had an idea for a certain kind of wedge to be used in



How Much Was Lost When This Rug was Damaged?

freight cars to hold the rolls solid. It was tried, it worked, and the waste figure dropped a point. Then came another idea from another worker—and another, and another. "Try this, it may help," was the cry on all sides.

The enthusiasm spread to Phillipsdale. In the past rolls had been damaged by nails and other sharp articles on freight car floors. The cars were swept, so were the platforms. Loading methods were changed, on suggestions from both Norwood and Phillipsdale.

And when the waste figure dropped to 2.0, a figurative cheer did go up. But now the fight had just begun. More new methods of loading and unloading were brought forth—by the workers themselves. The skids on which the rolls were stacked seemed to damage the felt sometimes. "Smooth 'em off!" said someone. They were smoothed. Another fraction of a point was gained.

So it went. Some months the figure went up. Efforts were redoubled, and the following month the figure was lower than ever.

Remember this, too, that all during this time the amount of felt used had been steadily climbing.

One month the percentage was 1.5. Lower than ever before! Did the effort stop there? Not so you'd notice it. It was harder going now. Everyone must be on his toes—and everyone was. All along the line the men were trying—and helping.

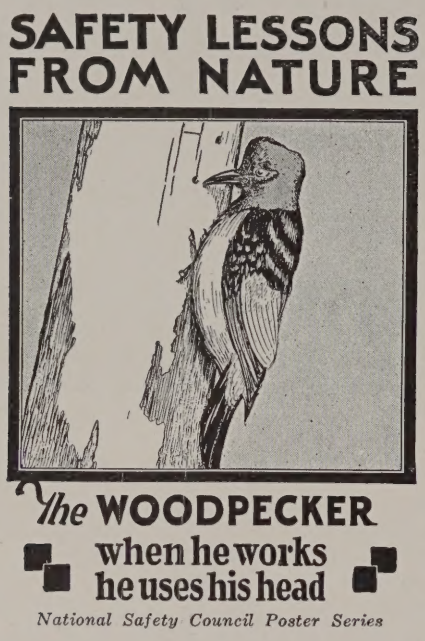
Then, to close the year of 1927 with a bang, the percentage of waste dropped in December to .91, the lowest month on record!

Cheers and applause!

Did we say, back at the beginning, that the accomplishment was worthwhile? We did. That's our story, and we'll stick to it. And when we tell you that there was an actual saving made in dollars and cents, during that time, of about

(Continued on Page 15)

THEY'RE SWINGING INTO LINE FOR THE SAFEST YEAR!



WHILE we did not include accidents in the first story in this month's *Review* on "waste," we might well have done so. For accidents are a form of waste, just as surely as any of the other forms mentioned in that story.

Accidents cause a waste—a loss—of manpower, plus a loss in a definite amount of money to the man and to the company. If a man is hurt, and loses time, the efficiency of his department is lowered. The foreman must devote valuable time to replacing him, or to dividing the work among others, who probably have enough to do already. If a new man is hired, it means a certain amount of time spent and material wasted until he gets the hang of his new job. All that costs money, which, spent as the result of an accident that might have been prevented, is nothing else but waste.

But, just as the story on waste tells you, all is not dark and gloomy. Much has been done in the reducing of accidents, and the consequent reducing of costs—waste—money spent unnecessarily, by employer and employee alike.

In 1916 we had 117 lost-time accidents for every 1000 people employed in the East Walpole plants and offices. In 1927, this figure was 51. In 1916 the number of days lost per 100 employees was 328. Last year it was 114.

Last year's lost-time accident record was the best we ever made for twelve years at least.

This accomplishment was not made overnight, nor did it come about without discouragement at times. It seemed sometimes, during the past few years, as if we had gone as far as we could—that accidents couldn't be reduced any further.

But the Safety idea spread, and is spreading. More and more foremen, more and more workers, are swinging into line, under the Safety banner. Last year 31 departments went through the year without a single lost-time accident.

We are out to make 1928 the safest year on record. It means a battle against unsafe conditions, against unsafe practices. We need every man's help!

Get in line!

THE HONOR ROLL

WE are starting this month an Honor Roll for 1928 to contain those departments whose accident record is clear. Following is a list of the departments, and their foremen, who have not had a lost-time accident this year to date (February 25):

Paper Mills

DMB, John Burke; DMC, DMH, Arthur Smith; DMP, Carl Schaier; DMT, John Curran; DMW, Victor Purdy.

No. 1 Box Shop

FXF, Arthur Colburn; FXN, FXW, Harry Tower; FXT1, DVX1, Robert Morse.

No. 2 Box Shop

FXB; FXK, Lawrence Doane; FXP, Frank Meyer; FXT1; DVX2, George Towle.

Engineering

EF, Samuel Kay; EME, Frank Whitehead; EML, Tom Graney; EMP; EMT, John H. Smith; EMW, Andrew Urquhart; ERB, ERH, John Burhoe; ERE, Marshall Grant.

Building and Roofing

PBL, Milton Beasely; FB, Office; FBB, Mike Sheehan; FBC, FBE, Herbert Jepson; FBF, Charles Watson, Charles Seavey; FBJ, John Foley; FBL; FBM, FBSM, Harry Dresser; FBN, Robert Roy; FBQ; FBR; FBV, FBX, Dick Stoddard; FBY, Alden Boothby; FBZ, Watchmen.

Floor Covering

PFL, James F. Maguire; FF, Office; FFB, James Garner; FFC, Berton Seekins; FFD, Charles Bean; FFF, Clarence Hagman; FFG, Howard Johnson; FFJ, Michael Shergals; FFN, Leon Wilson; FFP, Elton Hamilton, Sidney Taylor; FFQ, Jesse Ghen; FFR, Leslie Latham; FFS; FFV, Stuart Nickerson; FFY, Frank Sutherland; FFZ, Watchmen.

Keep your department on the Honor Roll for the year!

BIRD & SON'S SALESMEN'S PAGE

HERE'S a short and snappy one to start this month's page. It is from W. K. Smith, Western Floor Covering:

Our No. 4 cutout is certainly appreciated. It is the most attractive seen in this locality. One of our good friends, Mr. Glueck of the Hartman Furniture and Carpet Co., said, "It is so lifelike, every time I look at it I think it is a customer."

And that is genuine praise.

Thanks, W. K., and we hope that the No. 4 will help pull a lot of real customers into the Hartnett store. Still in the West, but swinging now to Roofing, here is a note from R. D. Peterson:

Now that you have personally solicited a story from me, I suppose that the gentlemanly thing for me to do is to let you have one, and I am making plans and preparations to do so at an early date. You can reserve at least one full page for this story. Of course you may not like it, but that is for you to decide.

Well, R. D., send it in! We can't promise you a page, but we'll do the best we can. And speaking of threats of stories, Eddie Guise, Eastern Floor Covering, also threatens contributions, as does Art Bushell of the Box division. If all these threats materialize we'll have plenty of material.

Here's a good little testimonial story. These are valuable as well as interesting. This one is from G. J. Keller, Eastern Roofing:

It may interest you and Hezzy to know that our Paroid Built-Up Roof withstood a terrific fire test to which it was put in Jersey City the other day. The test consisted of the application of a heat of 1900 degrees, Fahrenheit, concentrated on a 12-inch square of material for 33 minutes and our roofing came through smiling! The Jersey City Building Department inspector was present at the test. I might add that some of the other built-up roofs couldn't make the grade.

Hope you don't get dizzy, but we now shift again to the West, for a good sales-experience story. The Western Roofing men will have already heard this, but it is worth while for the others:

You have all heard of how "Charley" Conger sold the Stark Nursery Company at Louisiana, Missouri, by comparing Bird's Twins with the quality of apple trees, sold by Stark. Well, we learned of another sale the other day that went over big and here it is. "Doc" Hill, our southern Illinois representative, received a 'phone call from one of his dealers to "come on over" and help him sell a prospect. Said prospect was the jeweler in town, and had set his mind on a "giant" Shingle while our dealer had endeavored to sell our Neponset Twin, but couldn't make the grade.

So "Doc" climbed into his Hupp, bore down on the pedal and soon reached the dealer's place of business. Together they visited the jeweler, and the lumber dealer, who was somewhat "down in the mouth" over what he considered a lost sale, introduced "Doc" as the Bird representative. The jeweler, in order to save time, reached under his counter and pulled out a thick shingle and our Neponset Twin, and with a smile told "Doc" to go to it, and "Doc" did, but in this way:

He walked over to the jeweler's show case containing various watches and pointing to a large, silver, turnip-shaped watch, asked the price. The jeweler told him $8.50. "And how much is that Veri-Thin Hamilton Watch beside it?" "I will sell you that Veri-Thin Hamilton for $80.00," said the jeweler. "What," says Doc, "do you expect me to pay nearly ten times as much for that thin watch as for that big thick one?"

Grandson of L. L. Thompson, Washington, D. C., Building and Roofing salesman

The jeweler started to explain the difference between the two watches and then realizing Doc's salesmanship stopped and, turning to the lumber dealer, ordered 35 squares of Neponset Twins for his new home.

Pictures this month are from W. F. Bagley and L. L. Williams, as their titles inform you. There are other sales photos elsewhere in the *Review*, and by all means read Ralph Duvall's story in the Chicago Floor Covering notes. Items on this page came in before that one did, so received preference, but Duvall's was too good to hold, so we run it with the "Notes."

Next month, Floor Covering Quarterly. Plenty of room for stories and pictures.

Four arguments in favor of Neponset, according to W. F. Bagley, Western Floor Covering salesman

Great Bowling Activity as Season Nears Close

WE'VE about run out of adjectives in talking about this year's bowling season. With 36 teams going strong, and with extra matches being rolled off every week, we can't even begin to keep track of the whole business, anyway.

But at the present writing, February 20, the Men's League has settled down into a battle for supremacy between four teams: No. 1 Box Shop, No. 2 Box Shop, FF Maintenance, and Engineering. The first two are nip and tuck for first place, and the second two are having a battle of their own for the remaining honor places.

The standing of those bowling 24 strings or more shows McKenzie of FBM now at the top, with an average of 98–11. "Bullet" White of FX1 comes next, with 95–23, Thomas of FX2 third, with 95–17, and Hall of AA fourth, with 94–26.

Thomas holds the high individual three-string total, with 337; Bradley, the high individual single string, with 137; DVX1 holds high team three-string, with 1464; and the same team also holds high team single total, with 525.

The Girls' Bowling League also shows a real battle. At the present writing, February 20, Stenographic is leading, with AB and AL in a tie for second place, close behind. Third place is held by A, and fourth place by the AH team. But they are close enough to change the standing overnight, so we'll make no prognostications.

The individual honors are at present as follows: High single string, Mrs. Rafuse, 103; high three-string total, a tie between Helen Gustafson and Gladys Duncan, with 265 each. The high team three-string total is held by AL, with 1125.

The top averages are those of Gladys Duncan, 87–6; Helen Gustafson, 81–10; Mary Bannon, 80–10; and Helen Curran, 77–7.

Men's League Banquet March 24

All matches in the Men's League must be bowled before March 17, and on the Civic alleys, according to a recent decision of the captains and officers of the league. The season itself closes on March 12, leaving the balance of the week open for postponed matches, tie roll-offs and the like.

And then! Boys, oh boys, whatever the girls may do, the Men's League will close with a grand good time. Saturday evening, March 24, we will all journey to Boston for a feed, a show, and a general enjoyable evening.

A steak dinner will be served by none other than our good friend Seilers, at Kingsley Hall, which is right underneath Ford Hall, on Ashburton place, in Boston—right across from the City Club, where last year's banquet was held.

Music and community singing will enliven the first part of the evening. Then, at the command of "fall in" the bowlers, near-bowlers and would-be bowlers will proceed enmasse to Keith's, where the first three rows of the first balcony have been reserved for us.

Anyone who has bowled at least once during this season whether as a "regular" or as a "sub," is privileged to attend.

Men vs Women Matches

Owing to the fact that the official sleuth of the *Review* is vacationing in Alaska, details of the several men-versus-women matches that have been held during the past few weeks are lacking.

It has been noticed, however, that some of the teams that thought they were pretty good among their fellow men, have taken a reef in their vests and hats, after having been downed by teams of the opposite gender.

And then, of course, there have been matches in which the he-men remained supreme, and left the women so far behind that they didn't even add up the score. But though the age of chivalry may have passed, we will spare their feelings, and suppress the horrid details.

In closing, we reprint, from "The White Star" of the R. H. White Co. of Boston, who, in turn snitched it from the Billiard and Bowling News, a few "Don'ts for Bowlers," by Bugs Bear:

Don't wear spiked shoes.

Don't try to control the ball by mental telepathy after it leaves your hand. To be absolutely certain of a ball's course is to roll it in the gutter in the first place.

Don't slide over the foul line, unless the judge is your brother-in-law.

Don't get discouraged if you are bowling in your old-time form, you may improve.

Don't run a Marathon before delivering the ball. If bowling alleys were running tracks, the manufacturers would build 'em round.

Don't sprain your ankle after missing an easy spare. You may get a strike next box, and in the excitement forget which ankle it is.

Don't talk shop during a tournament. You can combine business with pleasure, but not pleasure with business.

Don't stop to alibi. Vocal pyrotechnics will not beat a seven-ten break. If George Washington had stopped to chatter, we'd still be paying taxes on tea.

SUGGESTIONS

SEVENTEEN men passed under the starting wire in the 1928 Suggestion Race, when the Suggestion Committee, at its February meeting, recommended that number of suggestions, which were later approved by the Executive Committee for acceptance and award of $5.00 each.

The following suggestions were accepted at the February meeting:

Device for steadying empty wash-up tanks — William Barton, FFP
Alum regulator for machine waste water — Anton Blazir, DMW
Change iron plate on Parker tying machine — Walter Cyr, FBF
Adjust coating rolls on FBPM7 — R. G. Fulton, FBP
Eye bolts in shartle beater — Herbert Hinson, EMW
Additional holes over slate bins — John Howard, FBX
Enclose cable on FX2 elevator — John Lydon, FXT
Knife holder — John Macchi, FFF
Extra keyways on counter ratchet wheels — John Mattson, FBM
New mail boxes for FB foremen — Anthony Montisano, FB
Lower overflow pipe in humidifier in PL — Frank Nyborn, PL
Larger diameter feed rolls FXGM5 — Edgar Ross, FXG
Method of tightening coating bucket chains — Paul Sansone, FBM
Improvement on art-craft section of FBPM1 — Ralph Simmons, FBP
Relocate silicate meter — Julian Smith, EMP
Protect pipe covering in No. 26 oven — Everett Tripp, FFM
Quick change wearing strips for FBPM1 — John White, FBM

Veterans' Service List

WE give below the names of those whose fifth, tenth, and twentieth anniversaries fall during March, and a list of those who complete over twenty years' service with Bird & Son during the month:

			Yrs.
Aaron Rhoades	3- 9-1887	Retired	41
G. R. Wyman	3-17-1887	Gen. Mfg. Mgr.	41
James Kivlin	3-20-1892	Paper Mill	36
Dan A. Jones	3- 4-1897	Paper Mill	31
Emanuel Johnson	3-11-1898	Maintenance	30
William J. Quinn	3- 9-1900	Paper Mill	28
Bartley O'Donnell	3- 1-1905	Maintenance	23
Harry Bellew	3-10-1907	Bldg. & Rfg.	21
John S. Mattson	3- 4-1908	Bldg. & Rfg.	20
Helen M. Johnson	3- 4-1918	Box Shop Office	10
Hope C. Spiers	3- 6-1918	Main Office	10
Konstante Bartaska	3-14-1918	Bldg. & Rfg.	10
Helen Goldberg	3-22-1918	Box Shop Office	10
Victor E. Grant	3- 3-1923	Floor Covering	5
Steve Bavan	3- 5-1923	Paper Mill	5
Howard A. Mann	3-13-1923	Main Office	5
John Malicurio	3-22-1923	Floor Covering	5
Michael Curran	3-28-1923	Power & Steam	5
Manuel Dutra	3-23-1923	Phillipsdale	5

DENNIS J. CULLINANE

Dennis J. Cullinane

WE record with deep regret the death of one of the most valued fellow-workers of Bird & Son, Dennis J. Cullinane, who passed away at the Norwood Hospital, Monday evening, Jan. 30.

Mr. Cullinane was born in County Kerry, Ireland, in 1872. At the age of eighteen he came to the United States, and made his home in East Walpole. He joined the force at Bird & Son on May 14, 1890, working first in the sorting room, and later transferring to the repairs department. For the past twenty years he had been foreman piper.

He took an active part in many employee activities, serving on the executive committee of the Old Timers Club and on the Brigade Room house committee.

His interest and faithful service in the Neponset Credit Union extended over a period of more than twelve years. He was elected a member of the Credit Committee at the time of incorporation in 1915, and gave unremittingly of his time and energies during the following years.

In 1913 he was elected vice-president of the Employees' Mutual Benefit Association. In 1914 he served as president. Four years later, in 1918, he was first elected as secretary. That his duties were appreciated is attested by the fact that he was reelected each succeeding year, and retained the office until the time of his death.

He leaves a gap in the ranks of his fellow employees which will be hard to fill. He will be missed by them, by his employers, and by those organizations for which he worked so well.

IMPORTANT NOTICE

Employee's Orders of Goods

Many of the Floor Covering orders from employees are coming in accompanied by detailed sketches showing just how the material is to be cut. Too much time is being spent in matching up material on these orders.

The mill can no longer fill them, and the manufacturing department has requested that future orders call for linear yards only.

In the future all employees' orders for Roofing products must be filled on the new order form, and complete information given as to where and how the material is to be used. Material will be sold to employees only for their own use, and for use where there will be no conflict with Bird & Son, Inc., dealer arrangements.

BIRD'S NEPONSET REVIEW

Vol. XVI. MARCH 1928 No. 3

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In this issue of the Review we begin a series of articles on the "Relations of Landlord and Tenant." These articles are reprinted from a booklet issued by the Massachusetts Special Commission on the Necessaries of Life. We believe them to be of great interest to the many Bird workers who are either tenants or landlords.

This discussion should not be regarded as a substitute for the services of a competent attorney. Where substantial property rights are involved, or complicated questions of law arise, especially in the matter of leases, which are usually very technical in language and construction, an attorney should be consulted if it is desired to avoid serious difficulties later.

If you are interested, you may secure copies of the booklet, "The Relations of Landlord and Tenant," by writing to the Special Commission on the Necessaries of Life, at the State House, Boston.

PART I
NOTES ON THE LAW OF LANDLORD AND TENANT

Kinds of Tenancies.—A landlord is an owner of either land or buildings who has leased or rented them to another for a definite or indefinite period of time.

A tenant is one who holds or has possession of the land or buildings belonging to another for a definite or indefinite period of time.

When there is a written agreement between the landlord and tenant, the landlord is called the "lessor" and the tenant the "lessee."

The relation of landlord and tenant exists whenever there is a contract, express or implied, by which one gives to another possession of land or buildings.

The common kinds of tenancies in Massachusetts may be divided into the following classes:

1. *Tenancy for Years*, or a tenancy for a definite period of time.

2. *Tenancy at Will*, or a tenancy for an indefinite period of time.

3. *Tenancy at Sufferance*, or a continuance of possession, without agreement, after the termination of an agreed tenancy.

These three forms of tenancies will be discussed in order.

TENANCY FOR YEARS

Definition and Features.—A tenancy for years, sometimes called a "tenancy under lease," exists whenever the relation of landlord and tenant is created by a written contract called a lease, by which possession of land or buildings is granted to another for a definite period of time, as a month, a year, or a term of years.

This writing may take any form, provided that it clearly shows the intention of the parties to enter into the relationship of landlord and tenant. Since the parties are both free to make any contract that they may wish, provided that none of its terms are contrary to public policy, the provisions of the lease will govern the rights and obligations of the parties.

Leases are usually made in duplicate and should be signed and sealed by both the lessor and lessee, each retaining a copy. In fact, a so-called "oral" lease, without any writing, amounts only to a tenancy at will.

The distinguishing feature of a tenancy for years is that it is for a definite period of time, called the "term" of the lease. This "term" may be for any length, even a day or a month, in spite of the designation of the tenancy as a tenancy for years. Also, the term may commence in the future, as well as in the present.

If the lease is for more than seven years, or contains an option or right of renewal for a period which would make the total term more than seven years, the lease should be recorded in the Registry of Deeds for the county where the land lies. Otherwise it is binding only upon the lessor and lessee, and persons who have actual notice of it.

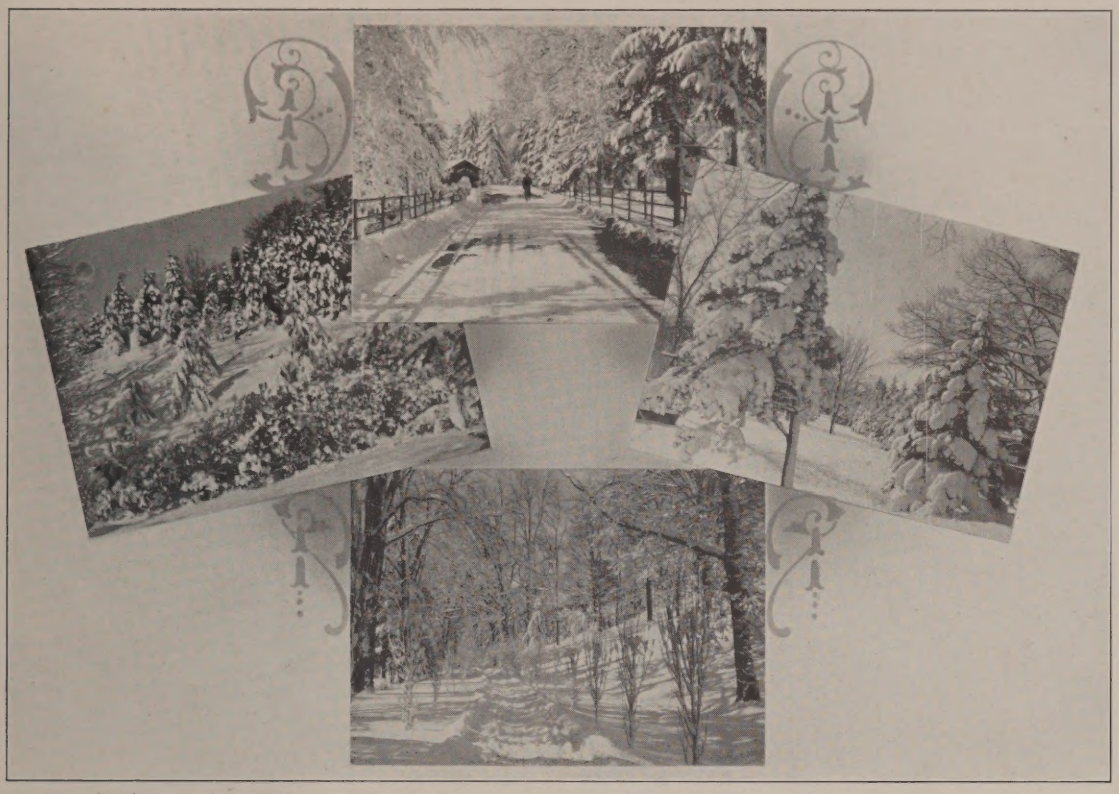
Provisions of Lease.—It is difficult to lay down general rules to guide one in regard to making leases, for situations and conditions vary in each individual case. However, it will perhaps be of some aid to discuss generally some of the many matters that must be considered in the making of a lease.

The parties must agree upon the length of the term and the rental to be paid and the time of payment, whether in advance or arrears. Many factors must enter into a determination of a proper rent, including location of the premises, their size and condition, the conveniences included, etc., but it is necessarily a matter of bargain between the parties.

It must also be determined as to whether or not the lessor is to give to the lessee an option to renew the lease for a further term and if so, for how long a term and at what rental.

It will perhaps be of aid to give a list of some other provisions that should be agreed upon by the parties, for an understanding in advance may avoid a dispute later.

(To be continued next month)



The editor's annual crop of snow pictures. Left, Sentinels on the hillside; Center, Along the Bird Avenue entrance to the mill; Right, A vista of white in Francis William Park; Below, A study in shadows

LET THE SMALL HOUSE BUREAU SOLVE YOUR PROBLEMS

LAST month, in the *Review*, we told something of the "selective service" offered by the Architect's Small House Service Bureau, an organization to which Bird & Son now belongs.

You will remember that this selective service enables you to fill out an information sheet giving details of your lot, kind of house wanted, etc., and, sending it to the Bureau, receiving in return sketch plans of houses along the lines you wish.

From this point you may proceed as follows. If any one of the sketch plans appeals to you, you may obtain from the Bureau the complete home building documents for fifteen days on approval. You may submit them to different contractors for bids, and thus learn exactly what they will charge to build the house for you, in your locality, finished and equipped as you desire it.

The plans include all the necessary documents —three sets of blueprints covering all elevations and details, three specifications, three quantity surveys, and two forms of agreement. One complete set of reversed drawings may be obtained without extra charge if your lot demands the opposite arrangement of rooms from the original.

If for any reason you decide not to build from the plans selected, you may return them within the fifteen days (not counting time in transit), paying only a small fee for the use of the plans.

If you decide to keep the plans, you pay for them at the rate of $6 per principal room, plus 50 cents for packing and postage. Thus, plans for a 5-room house costs $30.50, for a 6-room house, $36.50.

Minor changes may be made in the plans at a nominal charge for the draftsman's time.

A magazine, "The Small Home," is published by the Bureau, with a subscription price of $1.00 per year. This magazine contains many interesting and helpful articles on all angles of small home building. In addition, the Bureau offers a number of small books at moderate cost, which give various types of designs, helpful hints on financing, lowering costs, etc.

In the next issue of the *Review* we will give again the complete story regarding the Architect's Small House Service Bureau. Prospective home builders should at least look into the helps offered by this organization.

Inquiries will be handled through the Bird & Son Labor Bureau, where complete information is on file.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice F. Severance — *Edgar Tarr*
Fred J. Spang — *Ethel Duncan*
Arthur V. Wilson — *Margaret Dalton*
Margaret Poff — *Margaret Owens*

The big news for this month comes in the form of an announcement from way down South, of the arrival in this shining world of Barry Robert Lundy, at the home of Mr. and Mrs. B. R. Lundy, on February 16. We send our best wishes to the youngster.

We welcome Kenneth D. McLeod, who is taking the training course as correspondent in CX.

We extend our sympathy to Jack Cook, whose father died last month.

The intown theatres are getting good patronage from the

The Union Congregational Church, East Walpole

Main Office girls. Irene Costello, Jessie McDonald, Anne Wacks and the two Delaney sisters made up a party for "Yours Truly"; and Gertrude Maier, Florence McDonald, Mrs. Kelley, Margaret Breen, and Eleanor Morse went to see "The Sidewalks of New York" the same night.

We are sorry to hear that Bertha Kenneally's mother is sick at the Norwood Hospital.

Ethel Duncan bowled 127 in Boston one Saturday during the month. Too bad it wasn't in the League!

Nellie Costello and Mrs. Helen Randall spent a week-end, plus a little more in New York recently. Two Bird & Son office men were also in New York at the same time, so the two girls tried to get in touch with them. After they had returned we heard a remark about "Well, we only wanted them to take us to breakfast."

Marion Tolman has been transferred from AC to AS.

The new vault which AW recently acquired has so far resisted all attacks on the combination, much to the chagrin of Eben and Roy Springer. Help wanted—a good safe cracker.

PAPER MILLS

East Walpole, Mass., Mills

John E. Curran — *John J. Burke*
William J. Quinn — *John H. Maguire*
Marshall B. Lee — *Maude E. Kaler* — *Ernest Koebe*

Tom Burns is now sporting a Chevrolet coupe.

We were all sorry to see Henry Gray pick up his pack and leave us. He is now with the United Vacuum Cleaner Co. We all wish you luck, Henry.

We are glad to hear that Jim Houlihan and Dave Fitzgerald are fast recovering from their recent illness.

Charles Geggol keeps his sawing machine busy during his spare hours. Charley is quite expert now at cutting up the cords, so to speak.

The "Two Black Crows" you hear so much about were born in Norwood and belonged to Pete Folan at one time. Pete claims all his crows are prize winners.

We hear that John Burke is looking for four new men to bowl on his team since the young ladies beat them at it. Why not sell the team, John?

Mike Burke has some early chickens that hatched out February 15.

August Hildebrandt has glassed up his front porch, making quite an improvement in the appearance of his house.

Dan Jones has been selling cows and geese for a side line.

Jim Geary of No. 5 Machine has purchased a radio of the latest type and has lost some good sleep since.

Louis Bergstrom wishes to take this opportunity to thank those, or them, or him, or her, who sent the very beautiful valentine signed "Daisy." Louis doesn't know any daisies, but appreciates the thought just the same.

Engineering

John Maitland — *John Burhoe*
John Bache — *Joseph Sheehan*

We are sorry to report Andrew Kowalzyk and William Wallace on the sick list at the present writing.

Bobby Hood would like to know just why it was that his brand new overalls shurnk almost nine inches in their first, and also their last, washing. Bob now strongly recommends the use of Lux.

We welcome Joe Marsh of FF and Andrew Center of FX1 as new workers in EMP.

We are sorry to report that John Bache, Ernest Stott, and Jim Hadden are also in the sick bay, but all will be back soon, we hope.

Fred Duncan has just returned from a very enjoyable ten days spent at Hampton, Virginia.

We are glad to see Dan McDavitt of EMP back to work after his illness.

We were sorry to learn of the death of Gustaf E. Hagman during the month. "Gus" was an Engineering worker for many years, starting here in 1904, and working until 1925, when he returned to Sweden.

Phillipsdale, R. I., Mill

Rexford H. Salisbury — *David S. Lowry* — *John H. Nolan*

Speaking of honor departments, we have quite a list ourselves here at Phillipsdale when it comes to safety work. There were no lost-time accidents during 1927 in DPH, DPP, DPE, DPR, DPV, DPY, DPW. DPJ DPL, DPSM, and Watch. This represents almost 300,000 man hours without a lost-time accident. Incidentally, we might also mention that DPR has worked four consecutive years, over 160,000 man hours, without a lost-time accident.

Rex Salisbury has his Buick all dressed up with a new top and curtains and it looks pretty nice.

Probably Mr. Inman is thinking of playing basket ball for he was seen taking home a pair of basket ball knee pads which came from a bale of rags. Manuel Oliver, the office boy, also got a pair so we presume that they are playing on the same team.

Clifford Banks is looking forward to getting his new Essex sedan the first of March. This wasn't supposed to arrive until the first of April but this summer that we are having this winter made him rather nervous.

Henry Phelps tells us that he has to get up an hour earlier every wet morning for his street is so muddy that it takes his Elcar an hour more to make the grade to the main road.

Mike Finizie and Fergus Christie are both telling us about their new Atwater Kent Electric sets. John Barquist is a little more cautious and is having eight or ten demonstrations before he spends his $50.

Joe Doyle tells us that the reason he belongs to the National Guard is that he has a chance to get in to the Auto Show free every year. The Auto Show is held in the Armory.

Joe Silva went up to the Auto Show one night (we don't know where he got the free ticket) but he isn't interested for he says that all the cars look alike to him. We often wondered why he hung on to that Ford of his so long.

Speaking of cars, it has been noticed that Fred Rogers has got his Cleveland going again. His motto seems to be "a car may be down but never out."

We extend editorial greetings to Cecil Henderson, son of our superintendent, who is this year business manager of the Brown Daily Herald.

Louis Doyle nearly had a free ride to Walpole recently in a freight car. The car sealer came along just before noon and seeing the car loaded he sealed the doors. At noon the boys missed Louis and upon investigation found him inside the car. Louis seemed quite glad to see daylight again.

That smile on Jimmie Holleran's face was caused by the arrival, at his house on February 10, of Thomas Holleran. This, we understand, is his second.

Manuel Neves had quite a thrill Tuesday night on getting home and finding that he didn't have his pay envelope. He took a trip back to the mill and very fortunately found it on the floor near his locker.

We have spoiled our no-accident record for February. Ed Vatcher, in the beater room, slipped and bruised his shin which caused him to lose three days' time. He is back on the job now, however.

Manuel Costa, in the boiler room, is also back again on the job after being out with a week's illness.

There have been rumors of a new bowling alley to be built in Phillipsdale where the Phillipsdale plants could run their own bowling league. It would seem that some of our prospects should start in training so that we might, maybe, perhaps have a league among ourselves.

Several people have commented upon the cleanliness of our boiler room. We believe that for a boiler room using coal, ours is, right now, in a pretty clean condition.

We welcome David P. Harty who is doing special work in PPL.

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond — *Will A. Evans*
George L. Holland — *Charles S. Mutch*
Florence H. Slaney — *Mary Driscoll*

Earl H. Hansen

Since leap year has arrived Helvi Lehtonen and Mary Sameski are sporting diamonds on the left hand. Helvi's came from New York, while Mary claims her mother gave it to her. FX2 folks are still wondering.

Mrs. Rafuse broke all records in FX2 by bowling 103 single string. Nice work.

The FXK girls have plans for a theatre party under way to be held sometime in the near future. The committee in charge consists of Nonie O'Malley, Helvi Lehtonen, and Mary Sameski. All are looking forward to a bang-up time.

We extend good wishes and hope for an early return to John Santoras of FXG, who is now in the Norwood Hospital for an operation.

Helen Goldberg is now sporting a new Pontiac sedan.

The FX1 sample department has moved again, and is now located in FXW.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth — *Charles Seavey*
Richard Stoddard — *John White*

L. M. Pratt

We are glad to say that Jack Graham's daughter who was seriously injured by an automobile two weeksa go is well on the road to recovery at the Norwood Hospital.

Jack Landy, 78 years old, a former Bird worker, and brother of Bill Landy, DF

It was suggested that Jepson and Dick Stoddard hire Bird Hall for their debate on the State of Maine. Dick asked Doc Watson to be one of the judges, but this was not acceptable to Jep.

Tom Smith, who was out for two weeks, due to illness, has returned to work.

Stanley Wassel has been transferred to No. 1 Machine.

Adolph Kitty is building a two-family house on St. John's Street in Norwood.

The FB staff are sorry to learn of the sickness of L. M. Pratt, and hope for his quick and sound recovery.

We extend our sympathy to Dick Stoddard in the loss of his mother.

On Saturday, February 18, the combined forces of FBM, FBSM, FBF, FBY and FB office gathered at noon in the new

A photo taken when the present No. 2 Paper Machine was installed, about 1909. *Left to right, Bill Quinn, Frank Murphy, Benner (an outside engineer), next man unknown, Tom Henderson, Pete Hartnett, Joe Engley*

Office and Warehouse of Logansport Roofing Supply Co., Bird dealers

wing of FBM and listened to an address of good wishes and advice delivered by Harry Dresser on the occasion of our good friend Bill O'Donnell's departure from the realms of perfect peace, found in batchelorism, to the varying tides of the matrimonial sea. The boys presented Bill with a splendid floor lamp and other gifts, while wishing him all the good things they could think of, in reply to which he thanked everybody very sweetly for the presents, and especially for the volume of information and advice so freely given. Once again, Bill, we are wishing you and Mrs. O'Donnell success and happiness.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

John Kirkby and Joe Gradisor have both returned to work after a prolonged absence due to illness.

We extend our sympathy to Mrs. Lampton, whose brother died on February 1, and to Harry Cunningham who recently lost his mother.

E. H. Jansen and Erich Gach made a trip to Joliet to inspect the Ruberoid Plant.

Anna Pollock resigned her position in the Accounting Department to resume her studies at the Chicago Normal School. She was presented with a leather brief-case by the girls in the office.

We are glad to welcome Florence Jones into the Bird Family. She recently joined the Accounting Department.

Dorothy Baldwin is the young lady who is now running the switchboard, taking Miss Leuver's place, who was transferred to the File Department. She is the daughter of E. Baldwin in the Storeroom.

Messrs. Clayton and Smith of the Ford Roofing Products Co., Vandalia, Ill., were visitors at the plant on February 8.

"B. J." Overholt and "Ben" Roberts recently had the privilege of going through the Standard Oil plant at Whiting, Ind.

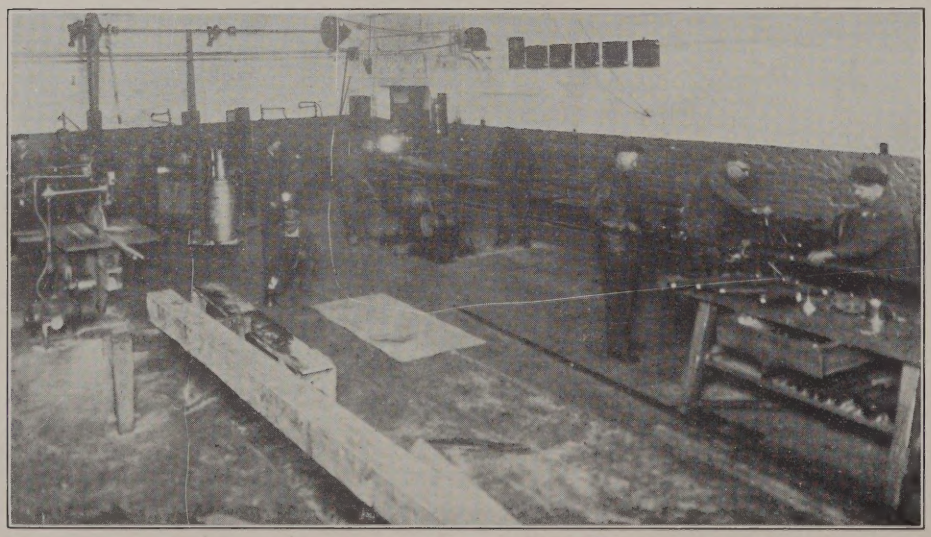
No. 1 Machine made the first successive non-stop record of the year, having had non-stop runs on February 9, 10, and 13. The run on February 9 was also a production record-breaker for Paroid C. O. S.

L. A. Lance is the proud owner of a new Nash, and after looking it over we would say he is justified.

Miss Zimmer and Miss Rice were confined to their homes for several days due to illness.

Bess Dunn, who has been mistress of the files for the past six years, left Saturday, February 18, to take up housekeeping duties. We wish her much happiness in her new role but shall miss her among the Bird family. She was presented with a beautiful tea-cart as a parting gift from the employees and a token of their esteem.

The United Roofing Contractors' Convention at the Sherman Hotel and the Illinois Lumbermen's Convention at the Edgewater Beach Hotel brought many Bird dealers and roofers to Chicago, and a large number of them took advantage of their presence in the city to visit the plant.



"Everybody busy" in the Building & Roofing Machine Shop

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham *G. L. Staples*
Tom Rogers *Carl Johnson*
Frank Sutherland

FF now has a new twenty-two car garage.

A new insulating and ventilating system is being installed in Nos. 1 and 2 ovens. Further details in a future issue.

Mike McColgan has a new radio, and is looking for an operator. Mike is good at it himself, but wants someone better.

Pete Alexander of FFV is also among the new radio owners.

We all extend our sympathies to Eddie Downey, Clarence Hagman, George Goodwin and Elton Moore, all of whom suffered losses in their families recently.

Jack Morrison of FFD has moved to 914 Washington Street, Norwood.

The engagement of Miss Carolyn Whitmyre, FF office, of Main Street, Walpole, and Howard E. Chapman of Norwood, Mass., has been announced.

John Donvan, sales training worker, has left us to join the Sales department. Sometimes this seems so much like a school that we feel we ought to give out diplomas to our future salesmen.

Kenneth C. Baxter is a new sales training man at FF.

Stuart Farris went to his home in Eastport, Maine, for a week.

Felix Counter, FFR, and Miss Marie Valley of Lewiston, Maine, were married at Lewiston on February 20. Congratulations and best wishes to both of them.

Byard Bennet has transferred from FFV to FXR.

Stuart Nickerson has a new Acme radio that does everything but wash the dishes, and Nick, even by his own admission, is now working nights—on the radio—and sleeping days.

Ira Treen sure got his wish. He was afraid we weren't going to have any snow. But it can't be much satisfaction when the stuff doesn't stay with us for more than a couple of days.

But the best story from FF for this month comes in the form of a sworn statement that the Floor Covering plant has within its confines the greatest stunt bowler in Bird & Son. Lester Hathaway, FFM, holds that title as a result of having bowled a complete string with one pin to every box.

Chicago Office

B. I. Hindmarsh *Lillian Moe*

C. B. Wymer of the inside sales has taken over the territory formerly covered by J. P. Riordan.

L. J. Sullivan is now handling the work on the inside in connection with the Northeastern District.

We all missed Tom Creden's hearty laugh when he went up to Michigan scouting for Neponset, but this gap has been filled partly by his brother Sam, who is now on the roster of the inside sales force. If they were both in the office and you had your back turned, you wouldn't know which one of the Credens was laughing; it's the "Creden laugh" all their own.

R. W. Westcott, as well as W. F. Bagley, our Iowa salesman, attended Schmitt & Henry's convention at Des Moines on February 3. Word has been passed along the line that Schmitt & Henry's salesmen are sold all over again on Neponset, and things should be booming out Ioway this year.

The girls in the office enjoyed Tom Howell's impersonation of Dan Cupid on St. Valentine's day. He brought in a nice big box of candy, much to the delight of everyone.

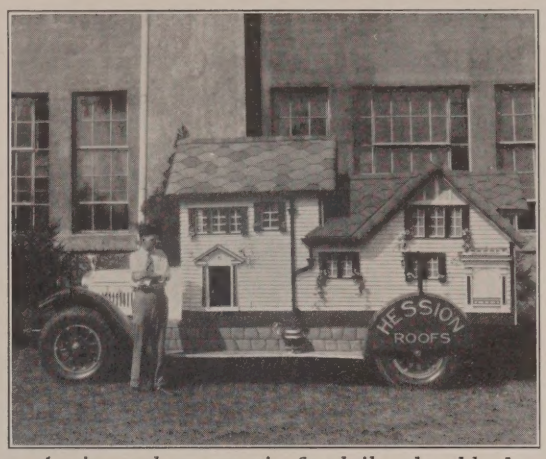
We don't know just what they serve in Oklahoma in the way of brain food, but we got one of the snappiest retorts from those wide open spaces. Edited by Ralph Duvall and intended for the eyes of the Sales Service Department (G. G. King, please note):

"Knowing that you are always interested in objects d'art, and the rapid-stride color work in the art of printing is undergoing, I submit herewith a touching little bit extracted from next Sunday's Herald & Examiner, Chicago, on sale in Hobart, Oklahoma, the preceding Wednesday which should make Good Friday come on Tuesday morning this year—provided the ground hog doesn't catch the Easter rabbit and St. Valentine sends Santa Claus a bunch of firecrackers on Labor Day as a Thanksgiving present for his birthday. Seriously, however, I believe Mr. Hearst's Heraminer should be congratulated on the Lithography of this rug pattern—evidently a Campbell number 54-40 or fight."

Editor's note: "Drawn by someone who uses 'em in every room in the house."

C. L. Allen is now covering R. W. Duvall's old territory in Oklahoma, Texas, and thereabouts.

R. W. Duvall is coming to Chicago to take over that part of the Chicago territory formerly covered by Bill O'Connell. Bill has left us to go into the furniture line.



A unique and very attractive float built and used by the Hession Roofing Co., Louisville, Ky., showing how Bird's Roofs look when laid

Time Saved—Men Killed

What does the average reckless motorist do with the six minutes he saves? Is his time so valuable that every minute counts? Ask his wife, or his employer, or some friend. Any one of them will laugh at the question. He may lie in bed a few minutes later in the morning. He may dawdle over his dressing or his breakfast. He may have a little extra gossip when he arrives at his work. But of one thing you may be sure he never does any thing of the slightest importance with the six minutes. All he does with it is to contribute to the long list of motor accidents that rolls up every year. All he does with it is to help maim or kill innocent persons—and occasionally himself.—Kansas City Star.

Cards of Thanks

The family of Dennis J. Cullinane gratefully acknowledges your kind expression of sympathy.

May I express my thanks for the many kindnesses shown to me by the firm of Bird & Son, and by my fellow-workers, in my recent bereavement.

Richard J. Stoddard, FBV

I wish to thank my fellow-workers in for the beautiful bouquet presented to me on my fortieth anniversary.

Rose Friary, FXP.

Copies of Review Wanted

The supply of the July, 1926, issue of the *Review*, has become depleted. Anyone having a copy of this issue, which you will remember by its bright red cover, can help to replenish the files by sending it to the *Review* editor.

GOOD LUCK TO MILLIKEN!

LAST month we spoke of and gave praise to the accomplishment of the Bird & Son Soccer Team in placing third in the Boston and District League, in their first season of play.

We now pay tribute to an individual player of the team, Frank Milliken, who, at the tryouts for the Olympic Soccer Team, held February 22, was chosen as goal-tender of an "All-star" Boston and District League Team.

The players on this team are the best in the Boston and District League. They will shortly play an aggregation of the best players of the Clan League. At this game the best players of the two teams will be chosen. This combination will then play another from the Worcester district, and so on, until the final Olympic team is picked.

Milliken's feat is all the more outstanding and praiseworthy when we recall that this past season was his first in the game. He shares credit, too, with the coaches of the Bird team, who have helped him to shape up into the champ goalie of this vicinity.

The best o' luck to Frank Milliken! For should he continue to hold his place through the try-out games, he will represent this country in the Olympic Games at Amsterdam this spring.

CHARLES PASACKOMIS

WE regret to record at this time the death of Charles Pasackomis at the Norwood Hospital, February 22.

Pasackomis came to this country from Lithuania in 1913, and started work for Bird & Son in 1925. He worked first in the Building and Roofing plant, and was later transferred to FFV, where he worked as a tractor operator until shortly before his death.

BIRD HALL "MOVIES" FOR MARCH

Saturday, March 3—"Pajamas." Olive Borden, Lawrence Gray, Jerry Miley.

Wednesday, March 7—"We're All Gamblers." Thomas Meighan.

Saturday, March 10—"Publicity Madness." Lois Moran, Edmund Lowe.

Wednesday, March 14—"Honeymoon Hate." Florence Vidor.

Saturday, March 17—"Service for Ladies." Adolphe Menjou.

Wednesday, March 21—"Ladies Must Dress." Virginia Valli.

Saturday, March 24—"Open Range." Betty Bronson, Lane Chandler.

Wednesday, March 28—"What Price Glory."

Saturday, March 31—"She's a Sheik." Bebe Daniels.

LIBRARY

THE large number of incoming seed catalogues and bulletins from the Massachusetts Agricultural College on various questions of interest to the amateur and professional gardener are reminders that it is quite time to plan for best results from the garden plot.

A book in the Library, "1001 Garden Questions Answered," is an unusual garden book, and has been compiled from the experiences of gardeners and nurserymen of authority. It may furnish just the information you are seeking.

Another delightful book, "The Garden of a Commuter's Wife," is of interest, particularly from the illustrations and from the little romance that follows through it.

Many good books have come in since we published our last list.

Non-Fiction

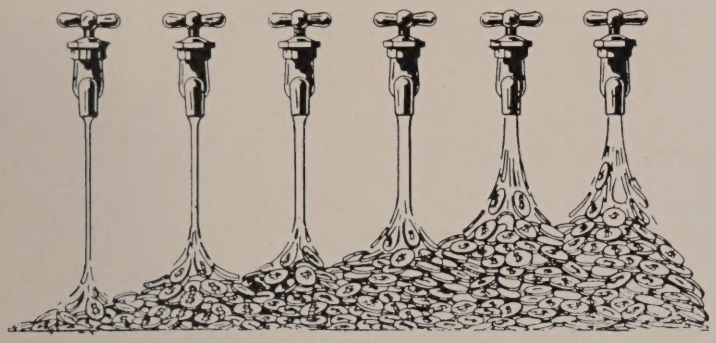
Exploring the Universe	Ward
World and its meaning	Patrick
Education and the good life	Russell
Outline of Sanity	Chesterton
Of many things	Kahn
Darwin	Bradford
Here are Mysteries	Lockhart
On the trail of the bad men	Train
France and America	Tardieu
Quest of the Quaint	Robie
From Bankok to Bombay	Carpenter
Construction of the small house	Walsh
One Act Plays	Morley
Tristram: a poem	Robinson
We	Lindbergh
What can a man believe	Barton

The best of our new fiction:

West of Dodge	Ogden
Spring Tides	Pinkerton
Lotus of the dusk	Graham
Cabin Fever	Bower
Now East, now West	Ertz
God and the Groceryman	Wright
Flambeau Jim	Spearman
Horton Twins	Kilbourn
Pressure	Banning
Old Bayberry Road	Montgomery
Kitty	Deeping
Marriage of Ann	Merrell
Lights up	Richmond
Where is always	Dawson
Fountain Sealed	Sedgwick
Unknown Ports	Parmenter
Grandmothers	Westcott
Tavern Knight	Sabatini
Witch Wood	Buchan
Dreams and Delights	Beck
House of Lost Identity	Corley
Sack and Sugar	Sidgwick
Lunatic Still at large	Clouston

Have you ever *Felt Broke*? No matter how much you try *shearing* the old expense account, somehow or other the day before pay day finds a clean *sweep* of the old bank roll, with only the *wrapper* left. This is no *news* to most of us.

H. L. B



HOW LEAKS RUN INTO MONEY

Size Leak	Waste Per Hour Gallons	Cost Per Day
1/64"	2	$0.01
1/32"	8	.05
1/16"	34	.21
1/8"	137	.86
1/4"	514	3.21
1/2"	2057	12.84

(Continued from Page 3)

$100,000, we think you will agree with us.

Before we close, though, let us spend just a minute with waste problems that affect all of us—in every department. This is the problem of "supplies"—light, heat, water, and office supplies.

It cost Bird & Son at the East Walpole and Norwood plants and offices $15,000 for light last year. This figure includes the bulbs used—11,788 of 'em. You can help in reducing this figure by careful handling of bulbs, and by turning off the lights when they are not needed.

The water bill from the Town of Walpole last year was about $3,000. This does not include water used anywhere but at East Walpole. How would you like to get a water bill of that size? Think it over, and study the drawing showing the cost of leaks. Then help by reporting leaks, and by using water carefully.

The waste of heat is, of course, harder to figure, but if you run a furnace of your own, you know how difficult a task it is to heat up all outdoors. Don't open windows unnecessarily nor leave them open longer than necessary. Shut off the heat in warm weather. Work rooms, if too hot, are unhealthy.

The greatest power waste comes in the running of motors and machines when they are not needed or in actual use. We manufacture our own power to be sure, but that doesn't mean we get it free.

Then, office supplies. Here are just a few items, that may give you a jolt. Last year we used, in round figures: 21,000 pencils; 794,000 memorandum sheets; 37,000 No. 5 manila envelopes; 44,000 No. 5 white envelopes; 290,000 paper clips; 128,000 sheets of carbon paper; 282,000 letterheads; 450,000 postage envelopes.

Plenty of opportunity there for reducing waste. One example of where it has been done may be found in the File room. In 1926 there were 18,000 folders used—to hold correspondence, etc. In 1927 this number was brought down to 8,000, a reduction of 10,000, by using again folders which had once been thrown away.

Office supplies seem a small item. But their cost runs into the thousands each year. Your help in cutting down their waste will be worthwhile.

There's a heap more to this waste problem than you imagined, isn't there? But it's a mighty important problem—for it hits each and every one of us in one of our most tender and vital spots—the pocketbook.

Bird & Son's prosperity—and therefore ours—depends upon selling goods at a profit. To make that profit, the company must keep down costs. To keep down costs they must reduce waste and keep it reduced.

Therefore, anything you do to help reduce waste is not penny-paring, nor a foolish use of thought or energy—it is helping to put your pay regularly into your envelope throughout the year.

Walpole Home Building Company Notes

Walter C. Sword of Mylod Street, East Walpole, has purchased of Paul Sansone one of his new bungalows on Gould Avenue, East Walpole.

H. L. Badger has moved from 80 Walcott Avenue, East Walpole. This house will be occupied after March first by Ralph Farris of East Walpole.

David H. Regan of Walpole is erecting a new bungalow on Baker Street, Walpole. Mr. Regan will occupy as soon as completed.

Paul Sansone of East Walpole will start in the spring to build a five-room bungalow on Gould Avenue, East Walpole.

Twenty-six new houses were built in East Walpole in the last two years. Fourteen were built in 1927.

Several are now planning to erect houses this spring in East Walpole. If you have not started to plan to become a home owner, start now. The Walpole Home Building Company will assist you in planning and financing the building of your home in East Walpole.

A "True Story"

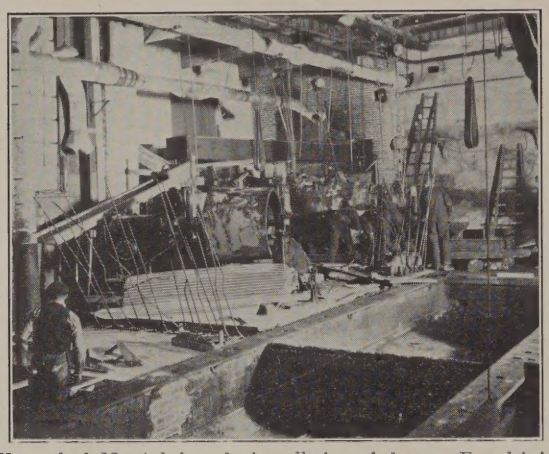
A certain Bird salesman, or so the story goes at any rate, on his first appearance at the hotel dining room, noticing the pretty waitress, remarked, "Nice day, little one."

The waitress replied, "Yes, it is, and so was yesterday, and my name is Jennie and I know I am a pretty girl and have lovely blue eyes, and I've been here quite a while and I like the place and don't think I'm too nice a girl to be working here. My wages are satisfactory and I don't think there is a show or a dance in town tonight and if there was I would go alone. I'm from the country, and I'm a respectable girl and my brother is the cook in this hotel and he was a college football player and weighs over 200 pounds—now, what will you have?"

Whereupon the newcomer replied, "Give me a bottle of milk and put a nipple on it."

An instrument that measures the power of the human jaw is called the gnathodynamometer. It's a jaw-breaker.

New Wet End for No. 4 Machine



Wet end of No. 4 before the installation of the new Fourdrinier. Next month we will show you how the new unit looks

A NEW wet end is being installed in No. 4 Paper Machine. In fact, the installation is probably completed and perhaps running as you read this.

The improvements include a new Fourdrinier, with a Voith inlet, which is an improved scheme for regulating the flow of stock onto the wire; a new wire drive; two new Bird Screens, making four in all; enlarged thickener; improved suction boxes, and a larger suction roll. The Fourdrinier was built by Rice, Barton and Fales of Worcester, and is of the latest type. Its capacity is 350 feet per minute.

Additional space was needed to provide for the screen installation and an addition to the building, 12 by 30 feet, and two stories high, was built. Save-alls will be installed on the ground floor.

Good Times Continue at Bird Club

THE time is ended, but the memory lingers on. This might be said of the Bird Club entertainment held on January 31, at Bird Hall, with one of Seiler's chicken dinners as the "piece de resistance." Not that the entertainment wasn't good, for it was. Ward and Williams, musical comedy stars from across the water, kept the crowd in high glee all the time they were on the stage, and for variety, we had xylophone solos by a most accomplished young player, Robert Mulliken. Robert surprised all of us with his ability, unusual in one so young.

Those in charge of this good time were Roy Springer, Chairman; Michael J. Hawkins, Ernest Coleman, Benjamin R. Taylor, Howard Whitney, and Wesley Beaulieu, representing the Cost-Accounting and Purchasing departments, who sponsored the night.

"Football Night" was the next feature in this season's series of entertainments, held at the Gym Thursday evening, February 23, with about 130 attending.

Although built around the central subject of football, it was a night of variety, with talks, stories, information, movies and cartoons.

Four reels of the movie "Football Sense" were shown. These presented, in a most clear and interesting manner, the "inside" of football plays.

The reels were interspersed with talks by men who knew the game, the first of whom was Prof. Harry B. Center of Boston University, a former sporting editor of the Boston Post. His talk took us back to the dark ages of football, before the days of college stadiums. Then came Dick Lewis, a former Harvard end, and present coach of the Noble and Greenough School at Dedham. Mr. Lewis took up the game at the point where Professor Center left off, and talked most interestingly of the beginnings of the game as we know it today. "Ginger" Fraser, a former captain of Colby, and now coach at Bowdoin College, was next in line, with amusing anecdotes of coaches and players, and to bring the talks right up to date, Fred "Fish" Ellis of Tufts College, gave his impressions of the modern game, as he played it on the undefeated Tufts eleven of the past season.

All this was, of course, more or less "straight football," so a relief was provided in the person of Charlie Donelan, former sport cartoonist of the Boston Traveler, and he certainly furnished it. "Dumbellton University" and its star players, one of whom threw and then received his own forward passes, was certainly some aggregation.

Smokes, eats, and the usual abounding good fellowship rounded off a most successful evening.

The committee in charge of this entertainment was James B. Maguire, Chairman; Samuel W. Gladding, John Dolan, Fred Kinsman, and Eustice Merrill.

The next good time is scheduled for the week of March 26, under the direction of the Main Mill and Maintenance Committee, with Ralph Wilkins as chairman.

In line with the policy of presenting a variety of entertainment, so that all may find something of interest, this next night will also be devoted to athletics. Further details to be announced later, but assurances of a lively night are broadcasted right now.

The remaining entertainments are those held under the auspices of the Sales and Main Office, week of April 30; and under the direction of Phillipsdale, week of May 26. Details are not completed for this final entertainment as yet, but it promises to be a glorious wind-up.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy Laminated
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

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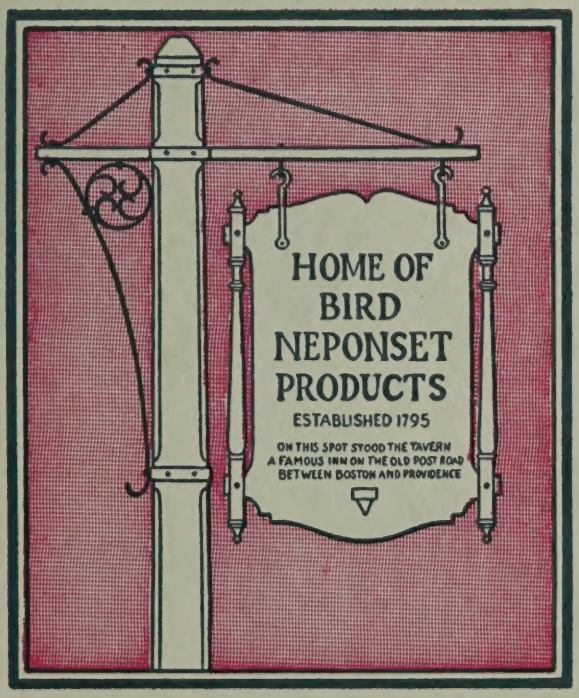
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
MARK

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



Floor Covering Quarterly

VOL. XVI NO. 4 APRIL 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

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Southern Sales Manager, ROBERT D. PETERSON

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Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL

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Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR. Western Mgr., RALPH W. WESTCOTT Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago, St. Paul

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI April 1928 No. 4

HOME BUILDING INCREASING—OPPORTUNITIES WERE NEVER BETTER

HOME building among Bird & Son workers has now become a steady activity, with more new names constantly being added to the list of home owners.

Before we look over the list of those who have become home owners since April of last year, and those who intend to buy or build during 1928, let us consider for a moment just why anyone should become a home owner.

Attractive Dutch Colonial home of Elton Hamilton, FFP, in Norwood

The question of cost is, perhaps, more important than any other. We will readily grant that you may now be able to rent at a somewhat lower cost per month than would be the case should you buy or build and pay for your new home on the usual monthly payment plan. But at the end of say, fifteen years, what have you got? You will have paid out several thousand dollars and will have nothing to show for it but rent receipts. As a home builder, on the other hand, you will have a home, bought and paid for. Your own!

To accomplish anything that is really worth while means effort. A home costs something. But you will receive full value. If we can show you how you can finance a home easily, we believe you will agree that the money problem is not so great a stumbling block after all.

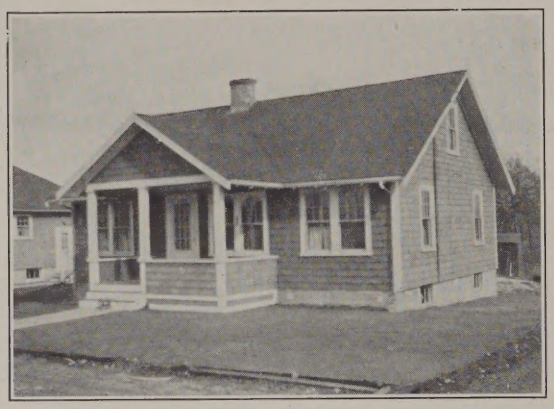
Further, the two words "home owner" themselves describe and indicate many advantages. "Home" is the finest place there is. If it is your home, how much more it means than just a house that belongs to someone else.

An "owner" is one who has possession of something of value. If he is a home owner he holds a high place in his community. He is a citizen. Ownership holds more tangible benefits, too. If you own your own home you need never fear of a raise in the rent, or of the house being sold over your head, with the consequent trouble and expense of moving. You are a man of property.

Then, too, if you own your own home, you may do with it just as you wish. You may make additions or alterations to suit your needs, plant a garden—adding constantly to your home the little changes and improvements that mean so much. And as your property increases in value it increases, too, in the influence for good it exerts on you and your family.

Home of Michael Kelly, ERB, Walcott Avenue, East Walpole

Following is a list of some of the Bird workers who have become home owners since April, 1927, or who plan to buy or build during 1928: Nicola Benedetti, FFN; Thomas Boucher, FFN; Leo Bernier, FF office; Elmer Bursley, FXP; Timothy Curran, DMT; Harry Burton, FFF; John Buonopane, FBF; Elton Hamilton, FFP; Sam McLeod, FFP; Peter Sidicki, FFP; John Alexandrovicz, FBF; Adam Sidlackza, FFR; Patrick McNulty, ERB; Walter C. Sword, DMP; David Regan, Sr., EMM; Gunnar Gottberg, EMW; Albion Gottberg, EMW; Ernest Coleman, AC; Michael Kelly, ERB; Roy Cooper, AP; Howard White, FX1; George Wood, FFP; Henri Davenport, RC; Frank Reynolds, FF; Nick Ahrens, B. H. Roberts, Joe Blosky, Herman Kleinow and Tom Cooling, Chicago.



Another bungalow home on Gould Avenue. This is now owned by Walter Sword, DMP

Now for the Walpole Home Building Company Plan, which will help to make it easy for you to build your home. Briefly, it provides as follows:

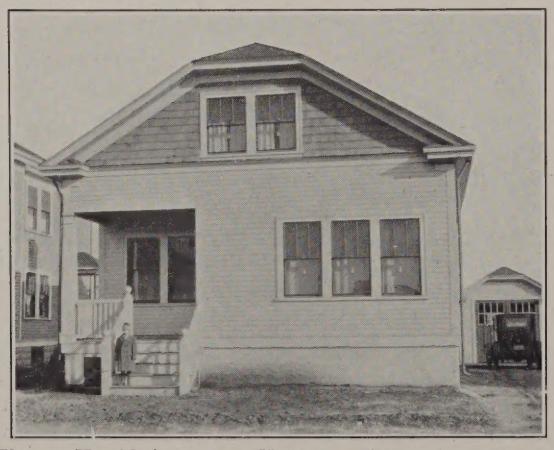
1. *Land.* The Company has lots for sale in several good locations, and at a very reasonable figure. It will at all times endeavor to assist you in securing land in a location you may choose yourself.

2. *First mortgage.* The Home Building Company will show you how this can be obtained easily.

3. *Second mortgage money.* The Company will aid you in securing what you may need for home building in Walpole and Norwood, at a low rate of interest.

4. *Time payments* on the principal. These will be arranged so you can easily afford to meet them.

5. *If you leave Bird & Son* to go elsewhere, or for some other acceptable reason do not wish to complete the project, the Walpole Home Building Company will take it off your hands at a price to be fixed by disinterested appraisers.



Thomas Horridge's home on Hart Street, Pawtucket. Tom is a DP worker

6. *Plans.* The Walpole Home Building Company employs a competent architect, and will help you with your plans. The services offered by the Small House Service Bureau, described in the next article, provide a further source for plans and ideas, or, you may bring in your own plans and ideas for advice and criticism. The Home Building Company is ready to give you all information about home ownership at any time.

7. *Money.* You should have about 10 per cent of the total cost—enough to pay for the lot, plus something on the house. This will keep the payments down to something not much higher than rent.

8. Building must be for your own occupancy, and must start within a year on the lot you buy.

9. Plans must be submitted to the Home Building Company, to encourage a friendly development of housing. It means only to safeguard your property and that of other home builders.

As to financing:—No general figures can be set down that will apply to every case, but you should remember that paying off a mortgage is really saving money, and that each year your interest burden is less and less and finally at the end of a certain period of payments, the house is yours free and clear.

Here are some approximate figures on what it will cost you to build a $5000 house:

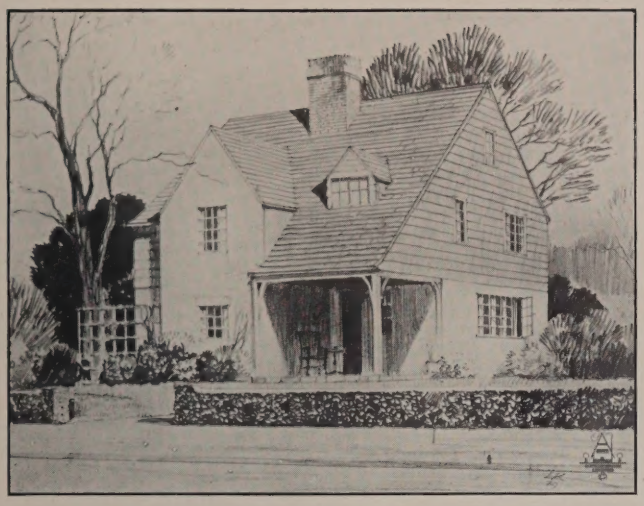
Price of lot	$ 400
Funds needed to build house	5,000
Minimum first payment of 10% which purchaser should have	$ 540
1st mortgage	2,500
2nd mortgage	2,360

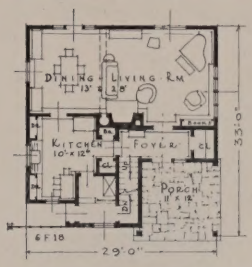
	Cost Year	Month	
Interest			
1st mortgage 6%	$150.00	$12.50	
2nd mortgage 6%	141.60	11.80	
			$24.30
Principal			
2nd mortgage	188.40		15.70
Interest and principal			$40.00 per mo.

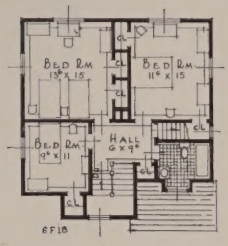
Taxes, Insurance and Water will cost about $12.00 per month.

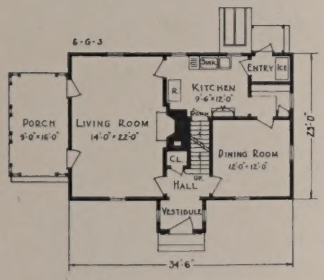
The above costs are equivalent to $36.30 rent and $15.70 saving monthly, for the first six months. This "rent" decreases and savings increase each six months' period.

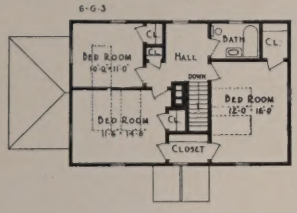
All Bird & Son workers are invited to make use of the Walpole Home Building Company service by sending their questions, on all angles of home building, to the office of the Company. Those which are of general interest will be answered in the Neponset *Review*, and all will receive careful consideration and a full reply.

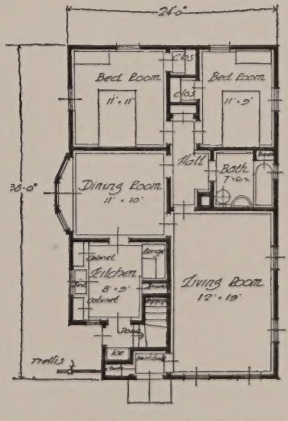












The houses shown above are: Top, A house of less conventional type, especially designed for a lot facing north. Six rooms. Plan No. 6F-18 Center: An entirely new plan, published here for the first time, of a six room Colonial house, in the traditional design. Plan No. 6G-3 Below: A five room bungalow of Colonial design. Note attractive, pleasing lines. This is plan No. 5D-33. Plans copyright by A. S. H. S. B., Inc.

GOOD PLANS AT LOW COST FROM SMALL HOUSE BUREAU

JUST as the Walpole Home Building Company plan makes it easy and less expensive for you to finance your home, so does the Architects' Small House Service Bureau offer you house plans, at a low first cost, of houses that can be built at the lowest possible figure consistent with good architecture and sound construction.

The Architects' Small House Service Bureau is an organization of practicing architects, high in their profession, devoted to giving information and providing plans at low cost to home builders with an average income.

The office of the New England Division is located at 194 Boylston Street, Boston, opposite the Public Gardens, on the third floor, in Room 14.

The Bureau has for sale plans for small homes of not more than six rooms. The cost of the plans is $6 per principal room, making a five-room house $30.50; a six-room house $36.50.

The Bureau will be glad to give advice in selecting plans and on other general matters without cost or obligation. They have plan books, magazines and sketches on file in their office.

The Bureau also publishes "The Small Home," a monthly magazine which gives from month to month illustrations of new homes and shows photographs of actual houses built from Bureau plans. New designs prepared by the Bureau are shown as they are produced, thus giving the prospective home builder a continuous source of new ideas for the plan of a future home. It also contains many informing stories and articles about materials and methods of building and about the planning and financing of homes. The price is $1 per year. A file of the magazine is kept in the Bird & Son Labor Bureau.

Your first step in securing the Small House Service Bureau plans should be to fill out a "Selective Service" information sheet. This is invaluable both to the Service Bureau and to you in helping to pick out the home you want. You give on the sheet full information as to the location, shape, grading and soil of your lot; how it faces in relation to the street, and to the points of the compass; how many rooms you desire; what special features you want, and many other things. These sheets may be obtained at the Bird & Son Labor Bureau.

Upon receipt of this information blank, the Small House Bureau will send to you sketch plans of several houses that seem to meet your requirements. The Bureau's selection of houses runs into the hundreds, and includes all types of houses—English, Colonial, bungalows, houses of brick, houses of stucco, cellarless houses—in fact, a selection so wide that practically any want or demand can be satisfied.

After you have examined these sketch plans you may now order from the Bureau, on 15 days' approval if you wish, the complete plans for the house that pleases you. To do this you send your check for the full amount, at $6 per room, to the Bureau. The plans you receive may then be submitted to contractors for bids. If you find that the cost too build will be to high, or if for any other reason you do not wish to keep the plans, you may return them to the Bureau, who will deduct a service charge of $5.50, and return the balance to you.

The Bureau plans are most complete. They include the following: Three complete sets of blueprints. Three sets of specifications, to be filled out by the owner, with the help of his contractor or architect. These specifications will decide the quality of materials to be used.

Three "quantity surveys." This is an unusual service. It is a "buying list" and tells all the materials that will be needed to build your house—the number of bricks, bags of cement, panes of glass, kegs of nails—everything that the contractor will have to obtain.

Two forms of contract agreements. These are to be filled out and signed by contractor and owner, when all terms have been agreed upon.

Changes and revisions may be made in the plans, if you wish. If very simple, they may be made without charge. Otherwise, a charge is made according to the draftsman's or architect's time.

Now that we have seen what the Bureau does, it might be well to mention briefly some things it does not do.

The Bureau does not have plans larger than six rooms; it does not make any estimates as to cost of building; it does not sell any materials; it does not draw plans to order.

To a large extent it does do away with the hiring of an architect by the home owner, since he buys the plans already complete. But the Bureau advises very strongly that where possible an architect be hired to supervise the work. The money you save by using the Bureau services, will enable you to do this, and the money that the architect can save you will often more than pay for his services.

Through the Bureau, the home builder may secure the services of first rate architects, for making changes in plans, specifications, etc., at a very nominal hourly rate.

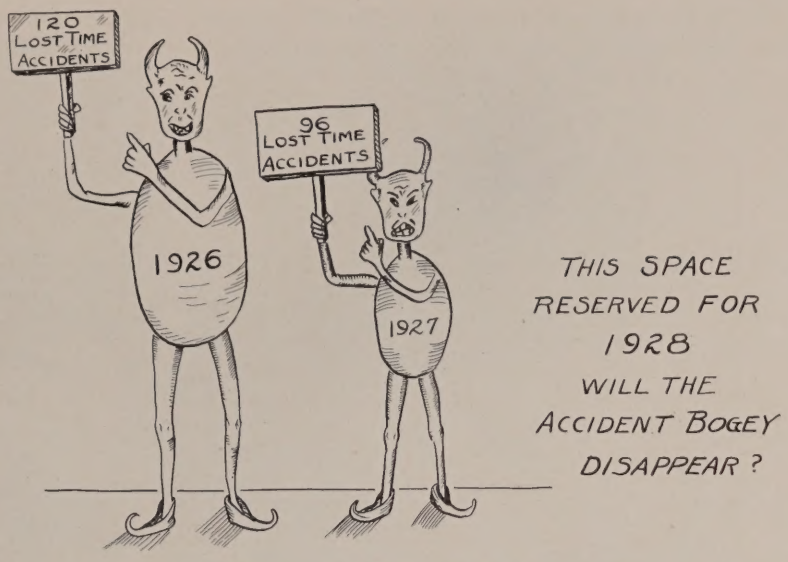
In closing, the Architects' Small House Service Bureau gives you an opportunity to erect, at a reasonable cost, a house which is well designed from all points of view. It will be architecturally correct, economical to construct, comfortable to live in, and have a high resale value.

DON'T LET THE ACCIDENT BOGEY GROW!

WE were pleased to receive recently from the Dennison Manufacturing Company, a copy of their house organ, in which they had reprinted the stories in the February *Review* that told about our last year's accident record.

This is mentioned just to call to your mind the fact that other companies are watching what Bird & Son is doing in Safety.

Of course, we are not out to reduce accidents just to give other mills something to talk and write about, but it is encouraging to know that our efforts—and that means those of every Bird worker—are being noticed outside the company.


120 LOST TIME ACCIDENTS
1926
96 LOST TIME ACCIDENTS
1927
THIS SPACE RESERVED FOR 1928 WILL THE ACCIDENT BOGEY DISAPPEAR ?

Our cartoonist this month has pictured for us the Accident Bogey, a fearsome critter that waxes fat and healthy on a diet of accidents—when he can get 'em. For the last couple of years he hasn't been eating quite so heartily or as often, though. You will notice that he seems to be shrinking.

It is our job to keep him that way! The more he shrinks, the better for us. In fact if he should just curl up and die of starvation, there would be no mourners at his grave, but rather a general holiday and much rejoicing

THE HONOR ROLL

CONTINUING the feature started in last month's *Review*, we give below the names of those departments, with their foremen, that have gone from January 1 of this year to date, March 24, without a lost-time accident:

Paper Mills

DMB, John Burke; DMC, DMH, Arthur Smith; DMP, Carl Schaier; DMT, John Curran; DMW, Victor Burrell.

No. 1 Box Shop

FXN, FXW, Harry Tower; FXT1, DVX1, Robert Morse.

No. 2 Box Shop

FXB; FXK, Lawrence Doane; FXP, Frank Meyer; FXT1; DVX2, George Towle.

Engineering

EF, Samuel Kay; EME, Frank Whitehead; EML, Tom Graney; EMP; EMT, John H. Smith; EMW, Andrew Urquhart; ERH, John Burhoe; ERE, Marshall Grant.

Building and Roofing

PBL, Milton Beasely; FB, Office; FBB, Mike Sheehan; FBC, FBE, Herbert Jepson; FBF, Charles Watson, Charles Seavey; FBJ, John Foley; FBL; FBM, FBSM, Harry Dresser; FBN, Robert Roy; FBP, Howard Everett, Ralph Kolseth; FBQ; FBR; FBV, FBX, Dick Stoddard; FBY, Alden Boothby; FBZ, Watchmen.

Floor Covering

PFL, James F. Maguire; FF, Office; FFB, James Garner; FFC, Berton Seekins; FFD, Charles Bean; FFF, Clarence Hagman; FFG, Howard Johnson; FFJ, Michael Shergals; FFN, Leon Wilson; FFP, Elton Hamilton, Sidney Taylor; FFQ, Jesse Ghen; FFS; FFV, Stuart Nickerson; FFY, Frank Sutherland; FFZ, Watchmen.

Car Owners, Attention!

MOST Bird & Son people who use the mill parking spaces and the mill roadways are known to be quite careful in driving through the yards and past the mill buildings.

But there are a few, to whom this message is directed, that are sometimes forgetful, and who drive their cars at a dangerous rate of speed while on mill property. Speeding in the yards is an extremely dangerous practice, for in many places the road passes close to a mill door, in and out of which workers are constantly passing, many times while using loaded cranes, trucks or tractors, or carrying a load themselves. We have had no serious accidents as yet, but many workers have had narrow escapes when, coming out of a door opening directly on the roadway, an auto whizzed by them, missing them by inches.

Men found guilty of speeding in the yards will be summarily dealt with. And all of us can help reduce the menace by driving slowly through the yards, watching out for other cars, trucks and tractors, backing out of garages or emerging from behind buildings or doors; and by obeying the "blow horn" signs wherever they appear.

BOWLING SEASON CLOSES—WINNERS ARE ANNOUNCED

This year's bowling winners. Left, top, the F XL team, winners in Men's League. In ovals: top, Ted Michenzie; below, left, Alex Alexandrici; right, Earle Bradley. Top right, the AB team, winners in the Girls' League. In ovals: left, Gladys Duncan; right, Helen Gustafson.

WELL, all things do eventually come to an end as the old lady said as she viewed the giraffe's neck. Therefore, we now come to the last, final and closing story of this most successful bowling season.

A total of thirty-four teams, representing well over 200 Bird & Son bowlers, have been socking 'em down the alley since last October.

When the smoke of battle had cleared away, the following results became apparent:

In the Girls' League, Team AB was the winner; AL was in second place, V third, and AH fourth. Helen Gustafson of AP had high single string with 105, and Gladys Duncan of RC was a double winner with 86–10 for a season's average, and 289 three-string total.

The FX1 team came out on top in the Men's League, with No. 2 Box Shop second, Building and Roofing Maintenance third, and a triple tie for fourth place between FF Maintenance, Engineering, and DM Shipping. A second place tie between FX2 and FBM was rolled off, but the tie for fourth place remains undecided.

High average in the Men's League was held by Ted Michenzie of the FBM team with 98–30; Alex Alexandrini of FBV team had high individual three-string total, 342; and Earle Bradley, AA, won high individual single string total, with 137.

The DVX team had high team three-string total, 1464, and high team single string, 525.

Following are the final standings in the two leagues:

Girls' League

Team	Won	Lost	Average
Billing	30	6	.833
Customers' Accounts	33	11	.750
Stenographic	27	13	.675
Comptometer	24	12	.666
Auditing	24	12	.666
Cost Accounting	24	16	.600
Building and Roofing	24	16	.600
Floor Covering	19	17	.528
Duplicating	21	19	.525
No. 2 Box Shop	20	20	.500
Box Sales	18	22	.450
Main Mill	15	21	.417
Labor Bureau	13	31	.295
Stores Accounting	11	29	.275
Printing Department	8	32	.200
No. 1 Box Shop	5	31	.139

Men's League

Team	Points Won	Lost	Average
No. 1 Box Shop	51	17	.750
No. 2 Box Shop*	47	21	.691
FB Maintenance	47	21	.691
FF Maintenance	42	26	.618
Engineering	42	26	.618
DM Shipping	42	26	.618
FB Shipping	40	28	.588
Accounting	38	30	.559
Cost Accounting	36	32	.530
Mill Office	33	35	.485
Purchasing	33	35	.485
Finishing Mill	30	38	.441
FF Shipping	28	40	.412
Drafting	27	41	.397
Sales	22	46	.324
Labor Bureau	21	47	.309
Stores Accounting	17	51	.250
Credit	16	52	.235

* No. 2 Box Shop won roll-off to decide tie.

Banquet Closes Men's League

ABOUT 120 bowlers, non-bowlers, and those that would be bowlers, or try to be, bowled into Boston Saturday evening, March 24, in four busses and to the accompaniment of good harmony and a few stops to pick up those living along the route.

Led by a well-known Scotchman who is nothing if not generous with his enthusiasm, the crowd tuned up in front of Ford Hall with "Hail, Hail the Gang's All Here" and continued it downstairs into Kingsley Hall, where the genial representatives of mine host Seilers had everything all ready for us.

Parky Rogers was there, too, and started his end of the music going right away, so that we sat down to a harmonious dinner right from the start.

Just previous to the close of the banquet "Monty" distributed the prizes to the winners in the League, whose names appear elsewhere in this issue.

At this point the proceedings were considerably enlivened by the presentation of a box of gifts to the members of the Credit department team. Amid general and widespread hilarity, Dave Fiske accepted the gifts of balloons, rattle, toy saxophone, etc., and, calling each team-mate to the foreground, presented him with a token.

Impromptu solos, Parky's music, and community singing filled in the gaps.

Then the Big Parade started to Keith's Theatre, where practically the entire first three rows of the first balcony had been reserved for us. The show was good, and the comments of the man who juggled what looked like regular bowling balls were received with surprised enthusiasm.

The show over, we again trekked to Park Square, climed into the busses and were delivered safely f.o.b. East Walpole and way stations, just before midnight.

All in all, a "large" evening.

Girls Will Celebrate April 17

PLANS are already under way for the closing good time of the Girls' Bowling League, to be held at the Lantern of the White Duck, North Attleboro, Mass., on the evening of Tuesday, April 17.

The girls will probably go to the restaurant by private cars. Special accommodations have been made for the party. There will be a banquet, followed by the awarding of prizes and entertainment furnished by local talent, and dancing for those who wish it.

Further details will be sent to League members, including all substitutes.

Bird Club Season Nears Close DP Promises Fitting Wind-Up

THE March Bird Club meeting on the evening of the 30th will have come so close to the publication time of the *Review* that we can't say much about it in this issue, and the next meeting is so far ahead, scheduled for the week of April 30, that plans have not yet been completed, so we can't tell you much about that either.

The March meeting, held last Friday night under the auspices of the Main Mill and Maintenance, was largely taken up with boxing bouts, interspersed with various and sundry stunts as performed by Frank Lane. Of both of which, more in our next.

Sales and Main Offices are the hosts for the May meeting, tentative dates for which are May 1 and 4. Following out the policy of something different for every night, the committee in charge of this entertainment is planning something in the nature of an informal talk or lecture on some subject or subjects of general current interest. Several features are being looked into, and the committee will choose the best of these.

After the Sales and Main Office Night the only remaining entertainment will be the one with Phillipsdale as host. Arrangements have not yet been completed for this good time, but we can assure you that it will be a good one, and a fitting close to a most successful season. It will be held during the week of May 26.

Two Views of the Formal Opening of the Lack Carpet Co., New York City

SUGGESTIONS

TWENTY–FIVE suggestions were accepted at the March meeting of the Suggestion Committee. Several winners of last year's contest are already sending in ideas to start their totals on the upward climb toward the awards to be made at the close of the year.

It might be well at this time to call your attention again to the services offered by Harry Mann of the Experimental Department. Harry is ready at all times to help out those having ideas, but perhaps not knowing just how to draw them up to the best advantage. Or even if you just wish to talk over the idea with him and perhaps improve it before you send it in, just drop Harry Mann a note, or call him on the telephone at 369-3, and he will be glad to help you out as far as he can.

The following suggestions were accepted at the March meeting:

Replace guard rail with step board on calenders — Clifford Banks, DPP
Jack for lifting bottom slitter shaft — Clifford Banks, DPP
Alemite fitting on steering knuckles on industrial trucks — Felix Carlson, FBV
Ladder at FX3 sample rack — Henry Dowdie, FXC
Handles on end of switch ropes — Gerald Hart, FFN
Iron bars on FFPM1 roll carriage — Ralph Hildreth, FFP
Collar on pull rolls of glue frames — Robert Hood, EMM
Guide for sheets on FXCM1 — Herman Lauble, FXC
Change belt drive to chain drive on FXCM1 — Herman Lauble, FXC
Smaller gauge wheel on FXGM26 — Ralph Martin, FXG
Rail in front of table at FXGM26 — Ralph Martin, FXG
Put print machine lights on chain drops — Michael McColgan, FFP
Saving paste at DP — J. R. Medeiros, DPM
Improvement in material handling in FB4 — Joseph Mognanie, FBB
Covering for FFA glue tank — Loren Murphy, FFR
Extra line for steaming straw at FXCM2 — Charles Mutch, FXC
Support on second press ductor — Clarence Pierson, DPP
Lengthen chains on chain falls at SM — E. C. Rafuse, SM
Oil pipe for slitter bearings — Michael Silvestri, FFF
Stationary grease cup on Bird screens — Joseph Sinkovitch, EML
Raise felt roll 2nd press felt on DMPM2 — J. M. Smith, EMP
Sheet of tin on table of FXFM21 — Bruno Stravinsky, FXF
Slot gauge on table of FXGM28 — Bruno Stravinsky, FXF
Secure sticks in tank for washing paint boxes — Milford Ward, FFP
Emergency roll at continuous scale of FBPM1 — John White, FBM

BIRD'S NEPONSET REVIEW

Floor Covering Dealers' Supplement

THE "WHY" OF DESIGNS

THE Bird line of patterns, or designs, has been acknowledged throughout the felt base floor covering trade as one of the best and most complete that is available. The story of how this came about, and why it is true, is an interesting one, and reveals many points regarding designs and designing that are not generally known.

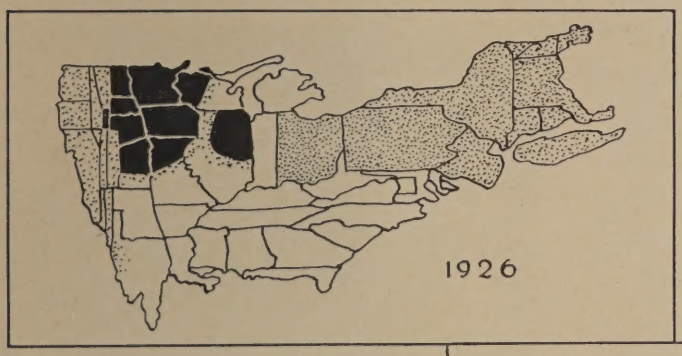
At first glance it might seem as if the "why" of designs was relatively unimportant, and that the "how" was the major consideration in any program of building up a line of floor covering patterns.

But when we tell you that months of planning and investigation are often necessary before even a pencil mark is made on a preliminary sketch for a design, you will agree that there is more to the "why" than you first thought.

This research, which we are about to describe, is of far greater importance than the actual producing of the design itself, for without research, before bringing out a design, you are like a salesman starting out with an article regarding which neither he nor anyone else knows if there is a need, a demand, or in other words, a market.

What then, you are asking, is this investigation, this research, and what does it accomplish?

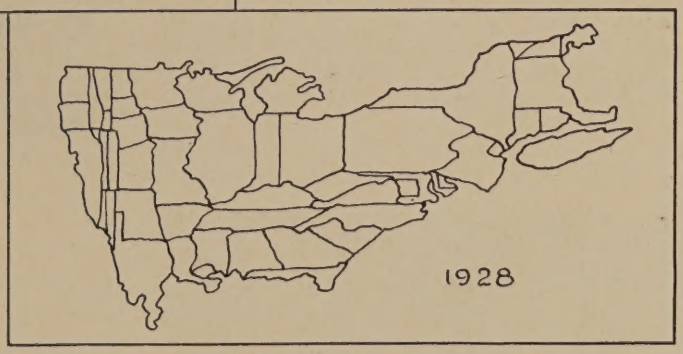
In any industry, any field of production, there are certain "trends"—changes or movements from one method, or process, or style, to another. One outstanding example is the present demand for goods in color. Gas stoves, kitchen utensils, raincoats, even railroad locomotives are now appearing in new bright colors. It is a general trend, felt everywhere and in almost every industry.



Two years ago dealers and salesmen all over the country were asked, "Is there a growing demand for green?" Those states in black replied "No"; the stippled ones were indifferent; and those in white, mostly Southern states, said "Yes".

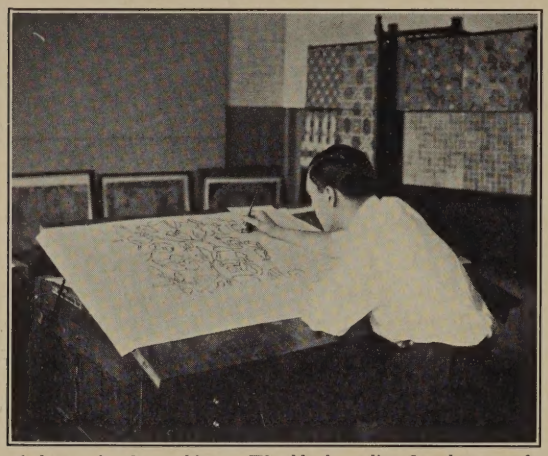
Today the demand for greens is country wide, as shown by the map on the right.

Note—These maps are not the regulation shape, but are drawn proportionately, according to the relative population of each state. Such maps are of great importance in any research on demands.



An example in the floor covering trade is the swing of a few years ago from "close" designs to those more free and open, and the present tendency of the "pendulum" to swing back again—though not all the way—to a sort of compromise.

Again, we are constantly passing, in design, through certain periods—noticeable by the widespread acceptance of certain general forms or ideas. As a concrete example, in women's clothes this might be called the age, or the period, of the small hat and the short dress. There are all kinds of hats, but most of them are small; and there are all kinds, colors, shapes and styles of dresses, but, from the observation of most of us, practically all of them are short.



A design in the making. The black outline has been made, and it is ready for the colors.

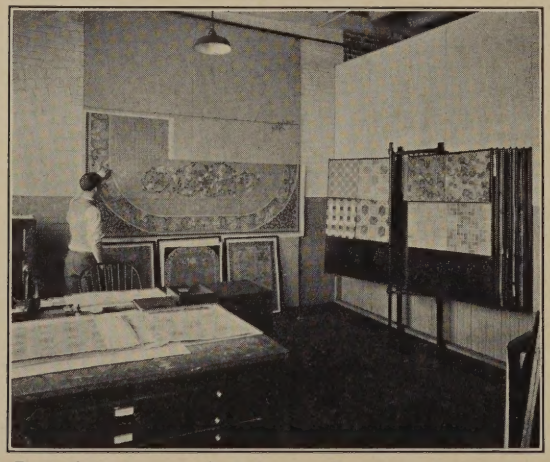
The designer must keep constantly in touch with these "general" trends. Only by so doing may he keep his line "up to date."

Investigation in the field of general trends is not so difficult. The results are readily apparent. But there are other,s which we are going to call "specific" trends, which demand thorough and painstaking analysis.

A primary consideration must be that of regional demands. By this we mean the demands of the consumers in any particular part of the country. Some patterns or colors will "go like hot cakes" in New England, that will not sell at all in the South.

A strong demand for large tiles, say, will come from one section of the country, but there will be practically no call for this type of pattern in another.

The designer must know and be able to estimate and meet the strength of these demands, if his line of patterns is to prove generally popular.



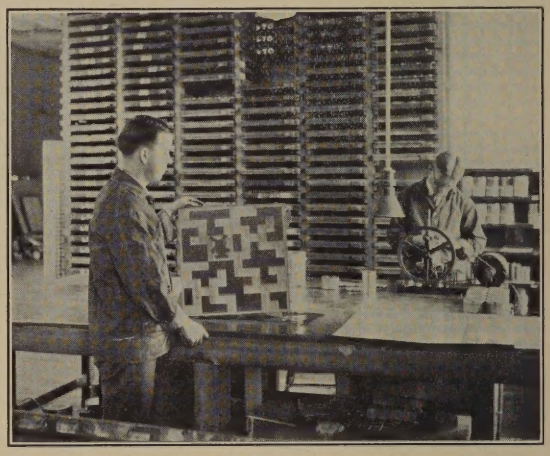
Part of the huge work design, made in actual size, from which the blocks that print Bird's Floor Covering are made. The rack on the right holds samples of our complete line, and those of competitors, kept up to date, so that changes are immediately apparent.

And now we come to one of the most interesting angles of the designer's problem—that which concerns temporary "fads" and "moving belts"—which are not technical terms, but expressions which we have either borrowed or invented to illustrate our story.

The "fad" is the danger ground of the designer. Do you remember the Mah Jong craze? There is one illustration of a fad that at one time swept the country. Where is it now? Falling in with fads is a highly dangerous practice for any manufacturer of products having any more than a very short life.

But, at the same time, many fads have developed into permanent demands. How is the designer to know "which way the cat will jump?"

The charts that accompany this story will help to tell you. They show in a clear and simple manner, the growth in the demand for patterns containing green, from what was once a "regional" demand, to one that is now country-wide. Intermediate charts, if used, would show a gradual spread of this demand from the South to the rest of the country—which is what we spoke of above—a "moving belt."



Every Bird design is tested out in many color combinations, and the most satisfactory ones selected for the market. Hand blocks and a fully equipped, well lighted testing room help us in doing this.

The present demand for greens may be traced, in part at least, to the Florida boom. Sounds a bit strange, we'll admit, but here's the story. At the height of the boom, many of the houses erected on the big developments were of Spanish architecture—inside as well as out. Spanish furnishings in the rooms called for the use of greens. The demand was met, and greens were produced—in floor coverings as well as other things. And since Florida was much in the public eye, from all points of view, this use of green came to the attention of other sections of the country.

(Continued on Page 6)

BIRD'S BUSINESS BOOSTERS FOR 1928

WHO said that retailers are not quick to grasp opportunities for promoting the sales of their products? Change places with the sales service and promotional man for a day and you'll wager practically every merchant in the housefurnishing business wants to make use of good dealer helps.

Bird's dealer helps for 1928 have been developed along similar lines to those of 1927 because dealers so genuinely endorsed those distributed last year. Of course improvements have been made whereby a dealer may utilize to a greater advantage the advertising helps available, but all in all the same efficient types have been adopted this year.

Mechanical displays have always been most popular with Bird's dealers and this year there are two new ones to help them draw new trade.

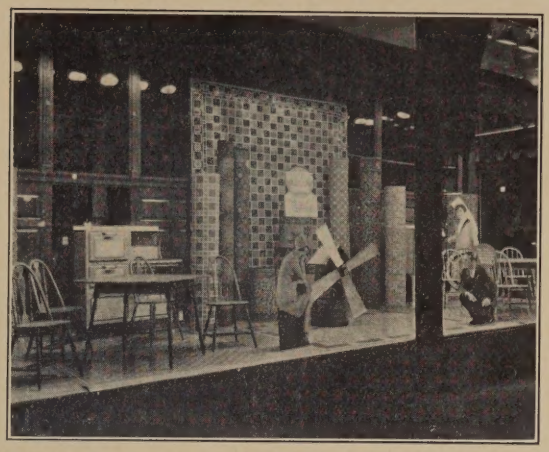
The windmill display, devised by two of Bird's own men, has attracted considerable attention during the three months it has been in use. The walls and roof are covered with red brick tile and small square pattern floor covering that gives it a true Dutch appearance. A small electric motor turns the arms of the mill which are covered with transparent material and stencilled with selling slogans.

The sales messages are flashed at definite intervals as the arms slowly revolve past a light and reflector. Only one message is flashed at a time.

Another new display is the waterwheel—an adaptation of the faucet display The waterwheel demonstrates the waterproof qualities of Bird's goods. The miniature mill is covered with an appropriate floor covering. At one end of the mill is a waterwheel propelled by water flowing from a simple yet ingenious arrangement of pump. This realistic mill can readily be made the center attraction of business building displays. A combination of the waterwheel and faucet displays adds greater attention—compelling powers to the window. An attachment for the faucet display is built in the waterwheel so that either one or both displays can be used.

The number four life-size cut-out has been in great demand for window and department displays. The cut-out is so constructed to permit the edge of a rug to be placed in the hand of the woman who is explaining to her young daughter why she selects Bird's Felt Base Rugs. With this display comes a dominating window banner and show card.

The four-page consumer letters have been given a slightly different dress this year. Four sets of standard copy are offered for the dealers' selection. This is without a question one of the most valuable and inexpensive means of securing business that is offered the dealers. Positive and controlled circulation is assured.



Window display in store of Adaskin-Tilley, Holyoke, Mass.

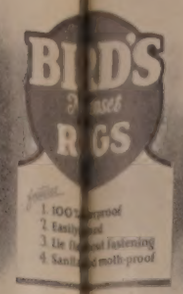
The four color illustrated wall charts find conspicuous places in the departments and offices of large and small retail merchants. Practically the complete line of rugs is shown for quick reference and sales assistance.

Last but not least of the more prominent dealer helps is the dealer helps book and newspaper advertising supplement. Within the covers of this book are found many tested ways of displaying and selling Bird's Products. Photographs and instructions for installing attention-getting window displays, newspaper copy, mats and electros that will be supplied free of charge and direct mail campaigns are included in this book.

Bird's dealer helps are not offered to merchants without a thought to their application. Effective uses of these business builders are passed along from dealer to dealer by means of Bird's salesmen, together with suggestions from the Sales Service Department. It is a recognized fact that worth while results are obtained not by promiscuous distribution of these free advertising helps, but by carefully planned campaigns; definitely aimed and carefully recorded. Every means of stimulating business should be a test for each dealer and the most efficient means employed until a better scheme is devised.

For desired results, complete cooperation and coordination of both the advertising and selling phases of rug business are absolutely essential. More sales can be made and time and money saved if the floor salesmen equal the efforts of the display and advertising men in taking advantage of the opportunities presented by Bird's Business Builders.

YOU CAN SELL MORE BIRD'S RUGS AND FLOOR COVERING BY USING THESE DEALER HELPS



"What do BIRD RUGS mean, Mother

"Less Work for so more time you, dear, and Brighter Roo throughout home!"

The display photos used this layout are as follows: Top left: Spiegel Home Furnishing Co., Chicago; Top right: Fair Store Cincinnati; Lower left: Nugent's, St. Louis; Lower right: Sell Bros., Sheboygan, Wisconsin.

Our new cutouts for this are shown in the center. On the left are samples of illustrated consumer letters, and on the right a pattern chart

Even the "Charleston" Fails to Wear Out Neponset Rug Border

Dance Hall in Memphis, Tenn., floored with Bird's Neponset Rug Border

BIRD products are often put to unusual tests and uses, and it is very seldom that they fail to "come through."

The picture shown above is visual evidence of one unusual use. About 600 square yards of Neponset Rug Border, pattern 126, were used to cover the floor of this open air dance hall, which is on the fair grounds at Memphis, Tennessee. It was subjected to the hardest kind of wear and weather conditions, and at the end of the season was still holding its own, and ready for more. A daily waxing was about the only care it received.

The material was furnished by the Bry Block Mercantile Company of Memphis.

(Continued from Page 2)

How long will it last? The designer, by means of constant questioning of salesmen and of dealers, by continuous checking of how greens are moving out of the warehouses, and by other means of gauging public demand, can tell you at any time just how a particular pattern is going, and approximately how long it will continue to "go."

He does not create styles. He interprets trends. If the current trend seems to be towards a certain type of design, or color, he meets that demand, interprets that trend, by the creating of a pattern or patterns of the wanted design, worked out in the colors that are being asked for.

Nor have we quite finished with what the designer must know. For today, more than ever before, is the cry for harmony in home furnishing apparent. Those who determine designs in floor coverings must be familiar with all the latest developments in refrigerators, lighting fixtures, furniture, upholstery, draperies, wall paper and many other home accessories.

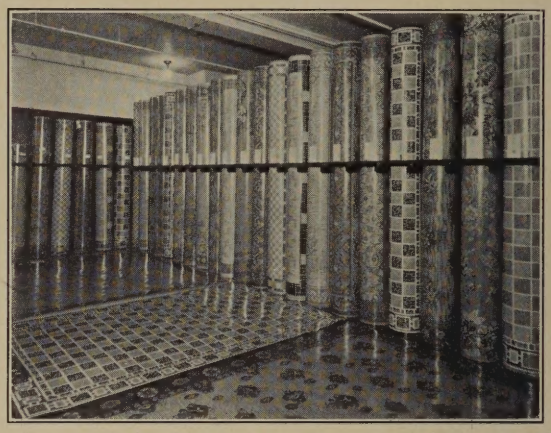
To summarize, the designer must, by active, constant research, be ready to meet regional demands, know when and when not to fall in with fads, gauge the tendency and the outcome of the "moving belt," and know at all times what the manufacturers in allied lines are doing.

If he does all these things, as Bird & Son has done them, the result will be a balanced line, that will meet regional demands as nearly as possible, that includes "small tiles," "large tiles," "florals," carpets, wood patterns, etc.; that can be changed as demands change, or, in brief, a line that will enable any dealer to select patterns that will satisfy the desire of practically every customer.

Neponset Has Led All Other Items, Says Gimbel Brothers

ONE particularly noticeable feature of the Neponset line is its ability to win and hold the friendship and support of those who handle it.

Here is what C. H. Chinchie of Gimbel Brothers, Pittsburgh, has to say about the Bird line:



A part of the floor covering department of the Gimbel Brothers store in Pittsburgh. The rug rack was built at small cost by their own carpenter.

"I wish to compliment you on your new spring patterns of Neponset Rugs. We have featured your line in our department for the past year and a half and it has proven itself to be one of the most profitable items of our floor covering department.

"We have been so bold as to guarantee the service for a period of two years, and am happy to say that we have not had any complaints as yet. From our standpoint it has led all other items in our floor covering department.

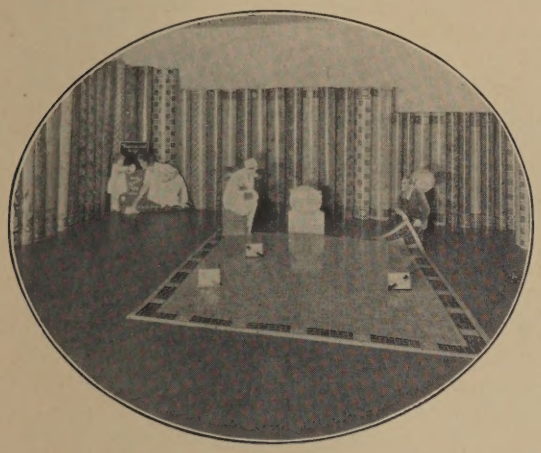
"The rack shown in the picture is one that our own carpenter built for us at a very moderate cost, allowing us to display 25 or 30 rugs.

"We have received excellent service from your local warehouse, enabling us to sell your complete line without having to carry a large stock."

Less Sales Resistance with Neponset; Says St. Paul Store

THE sales resistance jinx seldom camps on the doorsteps of Bird Neponset dealers, as witness the following letter from Edward Hoffman of Bannons Department Store, St. Paul:

"Fully 95 per cent of the felt base we sell is



A corner of the floor covering department in Bannons department store, St. Paul. Cutouts simply but effectively used.

Neponset. We feature Neponset because we have less sales resistance—the buying public are quick to appreciate the value of the patented wax backs and the attractive patterns found only in your rugs. We know it sounds hardly true, but we have not received a single complaint on the wearing quality of Neponset.

"Our floor covering business has been very good the past year and for this we are indebted to your company for the splendid co-operation we have received. Your representative has done everything he could possibly do to make our floor covering sales the success they have been."

This One Carries No Guarantee, but is a Good Yarn, Nevertheless

WE have all read or heard at some time, particularly in our younger days, about the "inner voice."

Here's a story of how an inner voice sold some Bird's Rug Border, as told by a Bird Salesman:

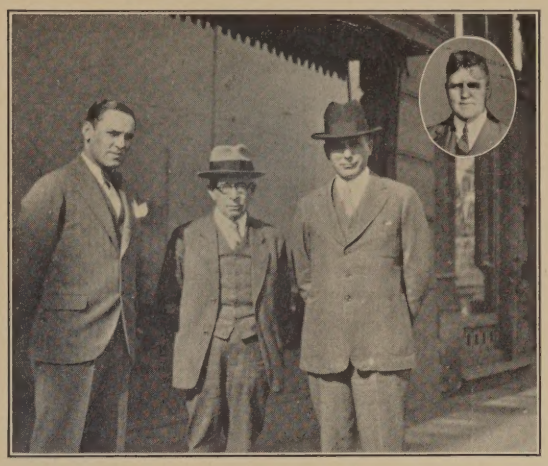
"We were calling on a dealer in Norwich, Conn., and although we sell them rugs and 8/4, we had not sold them any rug border for years. Consequently, we were doing our utmost to sell the buyer our border.

"We drew attention a number of times to the strong resemblance between our pattern No. 126, and the quartered oak in one of the dealer's roll top desks. But all to no avail.

"Then, up spake one of the dealer's own salesmen, and said, 'You fellows are right about Bird's Rug Border resembling wood flooring, in every detail. Why, I was once in a store using Bird's Rug Border, and every time I cut off an order, I had to knock off afterwards to dig the splinters out of my fingers!'

"Needless to say, the buyer weakened after that one."

F. S. Harmon Co., Tacoma, Pleased By Repeat Orders for Neponset



Some of the staff of the F. S. Harmon Co., Tacoma, Washington. Left to right: William Kongsli, floor covering specialty man; F. S. Harmon, president; Walter Lundin, general manager; insert, Walter Bayless, floor covering buyer

F. S. HARMON & CO., Bird distributors in the Pacific Northwest, are among the pioneer furniture and floor covering concerns in that territory, having been in business for more than thirty years. Their main house is in Tacoma, Washington, and they have branches in Spokane, Seattle, and Portland, Oregon. They are carrying well assorted stocks of Neponset at all four points, and are splendidly equipped to serve the Neponset dealers.

Some indication of the volume of their business may be had when we learn that in seven months they purchased more than twenty-one cars of Neponset goods.

We have a nice little testimonial from them, too. Mr. Smith, manager of the Spokane branch, writes:

"We are very well pleased with the Neponset line, and the thing we particularly like about it is the repeat orders that come in from the trade, and the advertising and sales helps Bird & Son give the dealers, which greatly helps to keep good customers."

Full Stock and Dealer Helps Factors in Leavitt Increase

A double display, two windows exactly alike, was a recent feature of Mr. Leavitt's store in Orange, N. J.

THE LEAVITT SUPPLY CO., of Orange, N. J., are just entering their eighth year as Neponset boosters. During that time they have consistently made use of all our dealer helps, such as window displays, cut-outs, sales letters, newspaper cuts, etc. They have always been successful in selling Bird products at a satisfactory price, despite the usual competition to be expected in a district such as metropolitan New York market.

Mr. Leavitt's idea of merchandising the Neponset line is to carry a full stock of all patterns at all times. Failure to do this, he feels, reacts to his own disadvantage as well as that of his customers. In following out this idea, plus the use of dealer helps already mentioned, Mr. Leavitt's sales of Neponset have shown a substantial increase each year since they have been dealers in Neponset floor coverings.

The photograph of the store pictures the company's front view on Main Street, Orange. Their warehouse is located in another section of the city. Last year they acquired an annex, which extends from the rear of their original store to the adjacent street. This was made possible through the increase in their business to the point where their original space was far too small.

Their present two stores give them more than double their former floor space, and with this their business augurs a correspondingly large volume for the future.

Development of New Surface is Mill's Outstanding Accomplishment

CHIEF among the accomplishments at the Norwood Floor Covering Plant of Bird & Son, inc., during the past year, has been the development of the baked enamel finish now found on Neponset Floor Coverings and Rugs.

The baked enamel surface paint which is now being used gives an extremely tough wearing surface and possesses an even resistance to abrasion and alkali clear through from the surface to the undercoat. Tests made by the Bird Laboratory show that this baked enamel paint has greater resistance to abrasion than any other printed surface with which the Laboratory is familiar.

The new surface provides greater wear and durability, improved appearance, and is far easier to handle than material having a more brittle surfacing.

While no extensive alterations have been made at the mill, work is now practically completed on the remodelling of two of the huge ovens used to hold Bird's Floor Covering while it is being baked. The improvements made include the complete moulation of the walls and roof of the ovens, new ventilating fans; and changes in the oven doors.

These changes will result in an even better surface on Bird's Floor Coverings, since we are now able to control the baking process even more thoroughly than in the past.

New Patterns Will Be Added as Needed Under New Program

THE story on designs, on the first pages of this supplement, had quite a little to tell you regarding demands, and why and how they must be met.

Bird & Son's designing program takes care of this, too, for a new policy now provides that new patterns shall be issued at various times during the year, as demands seem to indicate. This policy is bound to make the Neponset line much more flexible and complete than was the case when patterns were added and dropped only at the beginning of the year.

Several new patterns have already been run under this arrangement, and will be ready for sale very shortly, if they are not already on the market as you read this. Included in the new designs is one which features the new "indented brick" effect. This is accomplished by means of black and white shadow lines. Three color combinations are available in this pattern, which is being offered in 8/4 only.

Other new patterns in 8/4 and Rugs will be added shortly.

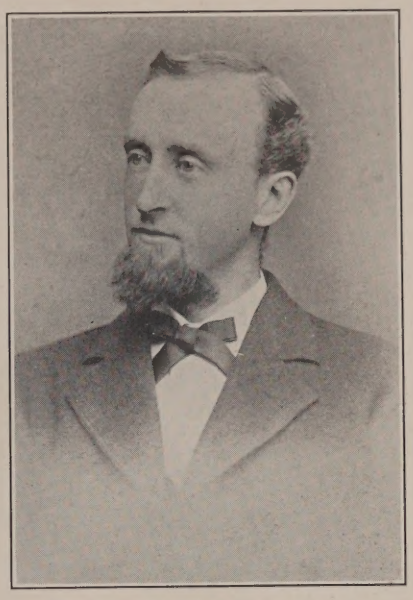
Veteran's Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during this month, and also the names of those who complete over 20 years' service with Bird & Son during April:

			Yrs.
John M. Smith	4– 9–1879	Paper Mill Shipping	49
Maurice A'Hearn	4– 1–1881	Retired	47
Michael Reardon	4– 4–1894	Retired	34
Frank Fisher	4– 3–1895	Fire and Safety Inspector	33
John Linnehan	4– 7–1897	Paper Mill	31
George Doderer	4–17–1897	Paper Mill	31
John Hale	4–11–1899	Paper Mill	29
Edward Bonner	4– 1–1900	Paper Mill	28
Kenneth McLennon	4– 9–1900	Paper Mill	28
George W. Towle, Jr.	4– 1–1901	Roofing Sales	27
Michael Powers	4– 5–1901	Maintenance	27
Mary Sline	4–11–1901	Box Shop	27
Coleman Howe	4–21–1901	Paper Mill	27
Fred W. Shepard	4– 1–1902	Janitor	26
John Spillane	4– 9–1902	Paper Mill	26
Gustaf Johnson	4– 1–1903	Roofing Mill	25
Patrick Hessian	4– 4–1903	Maintenance	25
Halburton Dobbins	4–25–1903	Store Room	25
James Twedie	4– 9–1904	Retired	24
Joseph Sinkovitch	4–13–1908	Maintenance	20
Joseph Smith	4–25–1908	Roofing Mill	20
August F. Linde	4–11–1913	Power and Steam	15
Patrick McNulty	4–11–1913	Power and Steam	15
John Grusacki	4–25–1913	Box Shop	15
John Lestan	4–28–1913	Paper Mill	15
Joseph Rosevitch	4–29–1913	Paper Mill	15
Arsene Marchand	4– 1–1918	Box Shop	10
Billy Sebel	4– 3–1918	Roofing Mill	10
Mike Renchuk	4– 5–1918	Paper Mill	10
John Stupek	4–17–1918	Roofing Mill	10
Andrew Stupek	4–17–1918	Floor Covering	10
J. J. O'Leary	4–19–1918	Box Shop	10
Ralph E. Nutter	4–22–1918	Floor Covering	10
Joe Adamonis	4–25–1918	Floor Covering	10
Michael O'Malley	4–29–1918	Power and Steam	10
Wm. J. Bothwell	4– 5–1923	Everett Warehouse	5
John Johnson	4– 9–1923	Maintenance	5
John Julianette	4– 9–1923	Box Shop	5
John H. Howard	4–13–1923	Roofing Mill	5
John Macchi	4–13–1923	Floor Covering	5
John G. Eppich	4–16–1923	Floor Covering	5
John Aidukonis	4–17–1923	Box Shop	5
George Bigelow	4–18–1923	Floor Covering	5
George Murray	4–23–1923	Maintenance	5
Louise C. Kinsman	4–23–1923	Main Office	5
Patrick Sylvester	4–24–1923	Floor Covering	5
James O. Lowe	4–24–1923	Roofing Mill	5
Salvatore Del Signore	4–25–1923	Paper Mill	5
Edward C. Rafuse	4–30–1923	Store Room	5
CHICAGO			
R. E. Hill	4– —1918	Sales	10
Clarence George	4– 1–1918	Mill	10
Albert M. Dobbins	4–14–1923	Salesman	5
PHILLIPSDALE			
James Girard	4–12–1918		10
Joseph White	4–13–1923		5
Manuel White	4–21–1923		5
Joseph Doyle	4–26–1923		5

Who rules the world now that no one rocks the cradle?

What a whale of a difference a few thoughts make!



The owner of this crop says that they "are no longer in the way."

He's Neither Trade nor Mark, But is a Smith, by the Whiskers!

THIS picture was taken when there was no such thing as felt-base floor covering, but at the present time, the same individual is very actively engaged in selling Bird's floor covering products in the Western Division. He is unusually well known among the floor covering trade and especially in Chicago.

From the picture, he might be one of the well known Smith Brothers of cough drop fame, but his first name is neither Trade nor Mark.

According to the Gyrator, the official publication of the Chicago Rotary Club this same individual is athletically inclined, quoting: "We observed a new kid bowler on an adjoining alley last Monday night and in spite of his tender years he was laying them down on the alleys like a veteran, making strikes and cleaning up spares.

"This youth was none other than the popular and much loved W. K. Of course you know who W. K. is. Anyway, you know that W. K. stands for 'well known.' His last name is Smith and if the Smiths are not well known then Lindbergh isn't. We are surely delighted to WelKome W. K."

In addition to his bowling prowess he has many aquatic honors to his credit and still swims a half mile a couple of times a week. You won't have to ask anyone in the Western Division twice as to the identity of this individual.

Yes, clothes make the man, while the lack of them would seem to make the woman.

Notes From Plants and Offices

MAIN OFFICES AND SALES
East Walpole, Mass.

Enid O. Smith *Fred J. Spang* *Margaret Breen*
Margaret Poff *Margaret Owens* *Edgar Tarr*

A son and heir to the Robertson estate was born to Mr. and Mrs. John S. Robertson at the Norwood Hospital, Saturday, March 24.

That's a good start for the notes this time, so we'll continue right along—with a daughter, Patricia, born to Mr. and Mrs. O. C. Turkington, March 17, and a son to Mr. and Mrs. B. W. Davis, March 12. Mr. Davis is a Bird salesman on the Pacific Coast.

B. W. Davis, Pacific Coast Floor Covering Salesman

We offer our congratulations all in one bunch!

Bertha Kinsman is now back at her desk again after her illness and looks fully recovered. Welcome back!

More big news comes in the form of the announcement of the engagement of Miss Ruth Rowe of Walpole to Gerald G. King of CF.

A. Troy Thomas has left the office to join the men on the road. We wish him all success.

We expect to see Henri Davenport burning up the East Walpole-Norwood route in a new bus before long. More details later.

Many Bird workers were startled one morning last month when newspaper headlines announced that a young lady, believing her name to be Nellie Costello, had been found wandering on Boston Common with $10,000 on her person. Immediate investigation proved however that our own Nellie was on the job, and with something less than ten thou. in her handbag.

Elin Johnson of AD has transferred to AP.

John Andrews of AP is to take Carl Uriot's place in AA. Carl is leaving the company.

Eva Malkunas is working part-time in AD.

The most recent recruit to hockey is Ben Taylor, who saw his first game at the Arena a couple of weeks ago. There are now quite a number of hockey fans in K and T, including the w.k. golfer, Mike.

PAPER MILLS
East Walpole, Mass., Mills

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Coleman Howe of DMC has recovered from the injury received at a Boston Hospital.

Donald DeRoche is spending a few weeks with friends in Dedham.

Thomas Graney has taken a great interest in bowling, although it does take some of the time off his noon hours.

We welcome Sam Kelly as fifth hand on No. 5 Machine.

Carl Schaier is also bringing his dinner. We don't know whether he is interested in bowling or not.

Ray Kirk is directing another play for the "Frontier Lads." Ray says it is a humdinger.

Louis Bergstorm and his brother were in the front lines of the parade in South Boston Evacuation Day.

John Kiniry of PL has been accorded high scholastic honors at Northeastern University, by being placed on the Dean's List for 1928.

We welcome Malcolm Haskell as a member of the Main Mill Lanorattoru staff.

John Maguire, Carl Schaier and John Smith had a very interesting trip to visit a paper mill at Fitchburg last month. It took them four hours to go and three hours to come back. They spent the balance of the day in looking over the paper mill. Among the things that caught their eye were the slot machines—you drop a nickel in the slot and you get either a sandwich or a piece of pie or cake. Well, the story is that the help in that paper mill had no lunch that day.

We might suggest, also, that when leaving town again on a trip so far away, Mr. Maguire get a road map so he won't have to spend so much time ringing door bells. John checked up on the mileage and found it was 80 miles one way. Believe it or not.

We are all glad to hear that Nick Troiana is up and around again and hope it won't be long before he is back on the job.

Jim Houlihan is back to work after a six weeks' absence. Glad to see you, Jim!

Charles Grover of DMP is the proud father of a baby boy born last month. This makes five boys and two girls in Charlie's family, now.

Walter Sword has moved into his new home on Gould Avenue, East Walpole.

Betty Anne, daughter of Carl Borgh, Floor Covering salesman in Florida

A camping scene taken by Bill Quinn, DM, on his trip last winter. There are four deer hanging just to the right of the cabin

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Dave Regan, Sr.'s, bungalow is progressing in fine style, and will be ready for the *Review* photographer very shortly.

It looks as if Tom Graney thinks that the cork tip of a cigarette is there to facilitate lighting. Anyway, that's the end he didn't put in his mouth the other night. Most of us don't care for the flavor of burnt cork even if it does a good job at a minstrel show.

We are all pleased to see Ernest Stott back on the job, and also to hear of the progress of his daughter, Muriel.

John Rasch was out sick for a while, but evidently couldn't bear to leave us as he was soon back at work.

We join Martin Lambine in hoping for a speedy recovery of his wife to her normal health.

Pat Hessian, who will complete a quarter century at Bird & Son this month, has already had a celebration, but for another reason. A young lady arrived at the Norwood Hospital recently, whereupon Pat became a grandfather, and hence the festivities, Pat taking a day off to go through with them. The boys in the shop all agree that he is one of the youngest "gramps" in the plant. Can anyone beat him?

Speaking of challenges, quite a number of the Machine Shop crew are playing chess in the Brigade Room during the noon hour, and would be glad to meet others who like to play the game.

John Bache is back at work after an absence of three weeks, and we are all glad to see him.

Aleck Kowalzyk of ERB is back on the job, having recovered from his operation, so he gets a welcome, too.

Martin Wallace is recovering speedily from his operation.

We all extend our sympathy to Michael Kelly and his wife in the recent loss of several members of Mrs. Kelly's family.

Owing to an unfortunate error, the *Review* printed last month a note telling of the death of Gus Hagman. It was Mrs. Hagman and not Mr. Hagman who passed away.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*

Two young ladies have recently joined the Phillipsdale "family," Ethel May Gill, born February 26, and Isabelle Selenia Horridge, born March 7.

Jack Hammerli, Phillipsdale's oldest old-timer in point of service, has left us because of ill health and has gone to California. We certainly wish him the best of luck and hope that his health will be brought back to normal by the wonderful California weather. Before going, Jack was given a present by which he will be able to remember the men here at Phillipsdale.

Leslie Howard recently made a flying week-end trip to New Jersey in his car, covering almost 500 miles in 25 hours.

Ed. Vatcher recently made a week-end trip to New York, but he wasn't in quite so much of a hurry so he could go by boat.

We are glad to hear that Joseph Doyle is recovering from an attack of pneumonia and that Tony Vargos is recovering from an attack of appendicitis.

The annual fire meeting at Walpole was certainly enjoyed by those members of our Fire Brigade who were permitted to attend. The speakers and pictures were very good and the ride on the bus back and forth is best described by some of the following:

Rex acted as the guide for Leonard Carlson, pointing out all the places of interest along the way by moonlight. Charlie

The DMH gang along about five years ago. How many can you pick out? Most of them are still here

Janette, daughter of F. W. Jakel, Western Floor Covering salesman

McLaughlin was anticipating looking over old scenes. He used to work for Hollingsworth and Vose.

Tony Nanni spent most of his time hanging on to the front seat. He thought it was going to be an open car ride and he wanted to see it all.

Kelley did his best to keep Christie quiet and dignified so all Christie could do was try and get the gang home early.

Manuel Perry and George Inman will be charged extra for the next trip for they take up too much room for one seat.

Joe Wynne did his blamedest to start some singing, but no luck.

The evening was a failure for Joe Farrell for he didn't see a single white duck either going or coming.

George Hawley didn't have to pay for his supper so he ate so much that he kept the gang waiting.

Johnnie Nolan and Lloyd Allen sat together so they didn't bother anyone but themselves.

Willie Banks was the head chauffeur.

This idea of sending pictures by radio is not new for Phillipsdale. You can see it done any noon in our Brigade Room with pictures going fast between Jimmie Casey and Alex Homenick during the game.

John Barquist and Charlie Riley started a rabbit farm at Barquist's place, but somehow or other the rabbits died. Barquist claims death was due to natural causes, but Charlie is wondering if John's ham sandwiches were really ham.

Two new Cleveland drives are being installed on our machine. This makes a total of four drives.

Harriet Neill now has a Pontiac instead of the Chevrolet. What does she do with all the extra room?

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Will A. Evans* *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slaney*

Jerry Rignonese is the proud father of a baby boy.

Ralph Farris is now living on Walcott Avenue, in the house formerly occupied by Herb Badger; and Marshall Lee has moved from Pleasant Street to Rhoades Avenue.

Jerry Rainsford is in the hospital for a minor operation. We wish him luck and hope for his quick return.

Wilmer Wiggin spent a week-end at Concord, N. H., at the home of his parents, recently.

We are glad to see Alice Connolly back again after her illness.

Muriel Taggart is again a member of FXG department.

We understand Joe Chartland dropped a fortune, more or less, on the recent Sharkey-Risko fight.

We welcome the Floor Covering men who came to help us out in the rush in FXG.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

We are glad to see Mr. Pratt back at his desk after his illness.

John Coroski of FBX has also returned to work, and gets a welcome, too.

There is an indisputable law which says: "You cannot have an incline without somewhere a corresponding angle." Many of the true and worthy around FB are pleased that such is the case.

For while those around FBM are somewhat downcast, midst the weeping and wailing and gnashing of teeth, the corresponding angle of carnival joy around FBV is an invaluable factor in the restoration of an all important equilibrium.

But to the uninformed all this leads to nowhere, so for their edification be it said that on Saturday afternoon, the 17th of March, at Jimmie Dine's Alleys, East Walpole, the bowling match between Ray Call's team labelled FB Maintenance and that of Ray Stoddard's stenciled FB Shipping was decided, and, as we do not believe that words could be more expressive than the score itself, we have decided to let the results speak for themselves.

Total pinfall—FBY, 1367; FBM, 1264. Margin for FBV—103. Again proving the great uncertainty in sporting events as FBM, runners up to the winners of the league were unmercifully buried beneath a heap of falling pins, and incidentally very ceremoniously separated from a five-dollar bill each, which just covered the expense of a supper and show party in Boston for the contestants.

Ed Lincoln and Ernest Woods went to the Auto Show to look over the new Fords, which impressed them very much. Local dealers please note.

Elmer Ecklunf who has been in the employ of Bird & Son for many years has left to accept a new job on an estate on Cape Cod. We are very sorry to see Elmer go, and wish him the best of luck.

Some of the crew at FFV. Standing, left to right, Dick Harper, former driver for Gould, and Clarence Russell. Kneeling, "Big Mike" Connolly, "Little Mike" Connolly, Pete Alexander and Bill Foley

Ted Michenzie has transferred from No. 1 saturator to the coating section of No. 1 Machine.

Axel Ostrum has transferred from FBY to FBP, on No. 1 Machine, saturation section.

Stanley Alukonis of No. 1 Machine has returned, fully recovered from his recent illness.

Carmel Buigliotta, who was on a leave of absence, has returned and is now working on the front end of No. 1 Machine.

We also welcome Rudolph DiMichele and Walter Bragg, both of whom are back at work in FBF, following a period of illness.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

C. Kelly, on No. 2 Machine, was confined to his home for several days with a bad cold.

Increased work in the mill, due to the Spring Rush, has made it necessary to recall several former employees, among whom are: Sol and Ed. Dillard, C. Morris and Gus Cranford.

Harold Weiss is the name of the young man on the Multigraph Machine. Welcome Harold.

B. Morris, who travels Arkansas, had a narrow escape on March 6 when the Kelgore Hotel at Fordyce, Ark., in which he was stopping, burned down; the man in the next room being burned to death.

We were happy to hear of the birth of Donald John to Mr. and Mrs. Jules Law, Tuesday, March 13. Mrs. Law belonged to the Bird Family for a number of years and will be remembered best as Marie Kelly. She received a bouquet of flowers with congratulations from her friends in the office.

E. H. Jansen, Machine Tender on No. 1 Machine was confined to his home for several days due to blood poisoning in his arm.

D. Hamilton Hayes is the proud father of a 7½-lb. boy, Benjamin Franklin Hayes.

No. 1 made a new production record on Hex Butt Roofing, March 2, and a non-stop run on March 7. No. 2 copped a non-stop on March 6.

Congratulations are in order for the W. A. MacDonalds of Minneapolis, who are the proud parents of a baby boy—Robert.

John Matcha has a new radio set known as The Hot Spot 14. No doubt he needs 14 tubes to eliminate the static out there in Cicero.

A new portable steel building has been erected just north of the new warehouse in which barrels and drums will be filled with compound.

"Duke" Perrizo visited his family up in Wisconsin recently and reported a temperature of 17 below at Fond du Lac.

Herman Kleinow had a little hard luck the other day. He ran out of gas on his way down to work and couldn't find a filling station open in his neck of the woods. Tom Cooling rushed to the rescue after much phone calling.
for the past several weeks, ever since his last visit East.

Harry Brandau starred in an exciting incident just around the corner from the plant here recently. A large warehouse, built by the government during the war, caught fire and was badly damaged. One of the firemen was having difficulties with the hose and Harry lent noble assistance.

FLOOR COVERING PLANT AND OFFICES
Norwood, Mass., Plant

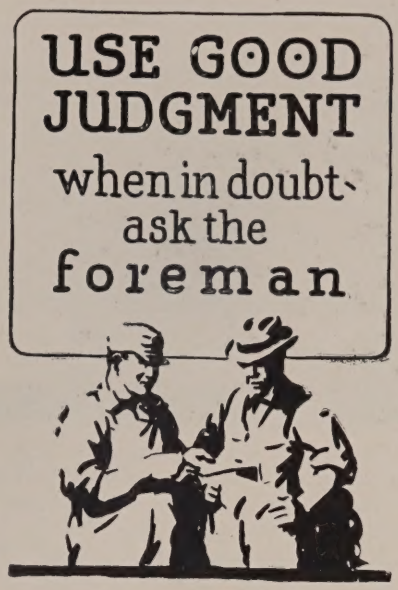
L. J. Latham *Peter Alexander*
Tom Rogers *Nils Lindquist*

Clarence Phillips is among those who are showing real belief that Henry has made a lady out of Lizzie.

Dan Ross is moving from 22 High View Street to 14 Morse Street.

Ed Boulter of FFB has shaved off his moustache and purchased a new Chevvy roadster. Evidently the moustache interfered with his driving.

Clinton Hanscom is now the proud father of a son, Clinton, Jr.



We may be a bit late, but we do wish to offer our congratulations also to Mr. and Mrs. A. J. Quackenbush on the arrival of a new daughter.

William Barton has purchased a new Buick sport touring car. We hardly knew him as he breezed through the yard.

Joseph Daisley has bought a new King radio.

James Harper, Bruno Bartucca and Milford Ward have transferred to FXG.

Peter Alexander has moved from Dean Street to St. Johns Street.

FFV was well represented in the Evacuation Day parade in South Boston. Plenty of excitement reported, but no casualties.

The new Clark & Trucklift tractor has arrived at FFV, and Frank, its driver, will no doubt wish to be addressed as Mr. Tohosky, in the future.

One fine morning the train conductor forgot the existence of a Morrills station, and took one of the FFV boys all the way to Norwood Central. How was the taxi service, Tom?

Visitor at FFV: "You have some very fine men in this department. How do you manage to bring them up so well?" Answer: "Why, George Ackerman brings them up on the elevator."

Chicago Office

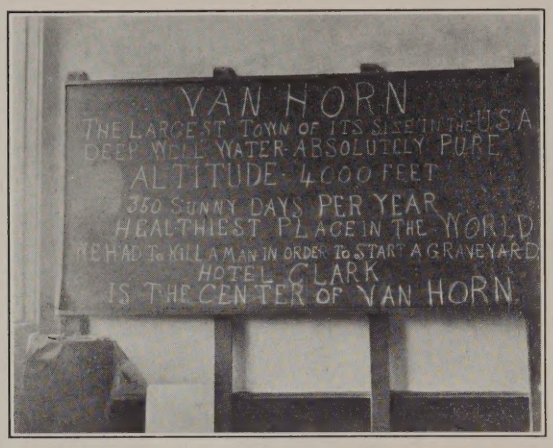
B. I. Hindmarsh *Lillan Moe*

After being torn up for over a week the Chicago Floor Covering office looks very attractive as the result of certain remodelling that has been done. Some new Neponset rugs have been put down with a border of pattern No. 125 rug border which makes the floor completely covered with our own floor covering products.

Tom Howells having assumed charge of the Chicago warehouse and shipping in addition to his former traffic duties, has moved his desk out into the warehouse.

An epidemic of the "flu" has hit the Chicago office force. Among those absent recently because of sickness were Miss Benoit, Miss Cosgrove, Miss Naughton, Miss Maloney and Miss Rohr. All have now returned, however, with the exception of Miss Naughton who is taking a leave of absence in order to recuperate.

"Hank" Hagenbuckle has been transferred from Houston to the Detroit territory, the latter formerly being covered by H. L. Mehlman. R. A. Kent who formerly covered the Houston territory is again taking over this territory to fill the vacancy caused by Hagenbuckle's transfer. We wish both of them the best of luck in their new undertaking.


VAN HORN
THE LARGEST TOWN OF ITS SIZE IN THE U.S.A.
DEEP WELL WATER-ABSOLUTELY PURE
ALTITUDE-4000 FEET
350 SUNNY DAYS PER YEAR
HEALTHIEST PLACE IN THE WORLD
WE HAD TO KILL A MAN IN ORDER TO START A GRAVEYARD
HOTEL CLARK
IS THE CENTER OF VAN HORN

R. C. Warner, Bird Roofing salesman in Texas sent in this picture, saying, "A town noted as a healthful place, except in cases of difference of opinion"

Cartoonists Wanted

THE *Review* wishes to establish a staff of artists, to help in making illustrations for some of our articles, to draw a regular cartoon feature, or otherwise to assist in brightening up the paper.

We know of and have used the services of a few Bird & Son artists, but would like to enlarge the list, to get more variety and spread the work out among several, rather than asking one person to do it all.

If you like to draw, and would like to draw occasionally for the *Review*, here is a chance to show what you can do. Beginning right now, a contest is open to all Bird workers, giving them a chance to win $5 for the best drawing sent in between now and May 15. Pick out a person or scene in your department, or some amusing incident, make a sketch of it, and send it in.

Drawings should be in pen and ink (black) and should be done on a card five by seven inches or larger. Any Bird worker is eligible, and may submit as many drawings as he or she wishes.

As many as is possible of the drawings submitted will be reproduced in the *Review*, and the prize winner will be announced in the June issue.

Old Timers Meet, May 3

MEMBERS of the Bird & Son Old Timers' Club will once again gather on the top floor of the DM14 Building for their annual meeting, banquet, entertainment and dance, to be held this year on the night of Thursday, May 3, at 6 p. m.

The festivities will be preceded by a general reception and informal reunion. Then the veterans will sit down at the tables for a banquet provided by Holman of Norwood. Following the dinner a short business meeting will be held.

For entertainment the committee has been fortunate in securing the services of Captain Irving O'Hay, noted humorist. Captain O'Hay of the United States Army (retired), has served during his lifetime in the armies of Great Britain, Serbia, Honduras, Mexico, Nicuaragua, France and the United States. He has been wounded, decorated, and has been in all ranks from Private to General. He has spoken before clubs and associations of all kinds all over the country. His talk is sure to be interesting, amusing and inspiring.

Following the entertainment, dancing will be enjoyed until 12, to the music of Parky Rogers' Orchestra.

Arrangements are being made to transport any Old Timers who are otherwise unable to reach the building, by automobile. The names of any members who may wish transportation should be given to Ben Rogers, Chairman of the Transportation Committee, or to any member of the Club, who will see that the name is turned over to the proper parties.

Following are the chairmen of the various committees directing the evening's activities: Stephen W. Smith, nominating; Eli L. Chamberlain, banquet; Herbert H. Miller, entertainment; Michael J. Hawkins, reception; Benjamin D. Rogers, transportation.

Here are Two Real Romances

THIS is not the "True Romances" issue of the *Review*, but we have two stories that are true romances. They are both about Bird & Son people, and they are both stories of brides-to-be coming from across the water to be brides-that-are.

One has already happened, so we'll tell that first. On March 2, Miss Elizabeth McDonald McPherson arrived in America from Scotland on the S.S. Cameronia, and before a day had passed Henry Gibb, machine man at the Phillipsdale plant, had brought her before a minister and married her. The young lady was Henry's childhood sweetheart back in Aberdeen. After the wedding the couple left for a trip which included New York and Washington.

The other story is soon to be completed. It is an Italian romance this time. The young lady, Ida Bruni, an opera singer of note in her native country, left Italy on the S.S. Providence, March 24, and will arrive in this country shortly after the first of the month. The young man is John Bortolini of the Main Mill Machine Shop. The wedding date will be pretty close to the one on which the steamer arrives.

We offer our sincere congratulations and best wishes to all concerned.

Notes on the Law of Landlord and Tenant

WE continue this month the series of articles on the relations of landlord and tenant. Last month we closed the article by saying "it will perhaps be of aid to list some other provisions that should be agreed upon by the parties, for an understanding in advance may avoid a dispute later."

These clauses, which should be inserted in the lease, so far as applicable, are as follows:

1. Payment of taxes and other assessments upon the property.
2. Payment for gas, water, electricity, etc., used upon the premises.
3. Payment for insurance and specifications of kinds of insurance and amounts.
4. Agreement as to who is to make repairs.
5. Agreement as to who shall be responsible for injuries to third persons.
6. Agreement as to duty to remove snow and ice from the sidewalks and roof.
7. Respective rights and obligations of the parties if part or all of the premises is taken by eminent domain.
8. Respective rights and obligations of the parties if part or all of the premises is destroyed by fire.
9. Effect of bankruptcy or insolvency of the lessee upon the continuation of the lease.
10. The right of the lessee to assign the lease, or sublet.
11. Whether heat, elevator service, etc., is to be furnished by the lessor, and if so, at what times, etc.

In any event, the provisions of a lease should be carefully read and thoroughly understood before signing, and competent advice should be sought when there is any doubt.

Arthur Tillotson

THE *Review* records with regret the death of a Bird & Son veteran, Arthur Tillotson, who passed away at his home on Mylod Street, Thursday, March 8, at the age of 86.

Mr. Tillotson was born in Seneca Falls, New York. He started work at Bird & Son in 1888, and served the company loyally until his retirement in 1913.

He is survived by his wife, two daughters, Mrs. Alice Balduf of Norwood and Mrs. Louise Down of Walpole, and by seventeen grandchildren and twelve great grandchildren.

Funeral services were held Monday, March 12, at two o'clock, and were conducted by Rev. Roderick McLeod, pastor of the United Church in Walpole.

Notice

Waste on Matching Floor Covering

All employees should be advised that it is necessary to make an allowance for waste if they wish to match 8/4 designs. The allowance is 1½ linear feet for each cut made in matching.

Therefore, in ordering floor covering which is to be matched, allowance should be made as follows:

With 2 pieces allow 1½ linear feet.
With 3 pieces allow 3 linear feet.
With 4 pieces allow 4½ linear, feet and so on.

P Office—2-27-'28.

Fire Brigades Entertain

NEARLY 400 Bird & Son workers and their guests gathered in Bird Hall, Monday evening, March 5, at the annual Fire Brigade Entertainment. Members of the Bird & Son Fire Brigades were hosts, and had as their guests members of the Safety Committees, Emergency Corps, foremen, fire and safety officials from other companies and members of the police and fire departments of Walpole and Norwood.

Several interesting reels of moving pictures were shown, including news reels of the Fall River fire, "Every Day Fires", "Fighting Fires with Foamite", "Artificial Respiration", and a two reel comedy.

Percy Bugbee, engineer of the National Fire Protection Association talked on fire prevention, and told of the work of the organization he represented. Elliot P. Knight of the Employer's Liability Assurance Corp. took Safety and Safe Working as his subject, and, after complimenting Bird & Son on its progress so far in Safety, brought home the point that it was now up to the workers themselves to "carry on" with the Safety problem.

SOCCER OFF TO GOOD START

THE 1928 season of the Bird & Son Soccer Team got off to a great start when the Birdites took the first game from Clan Stewart, 3-2, at the Bird School grounds, Saturday, March 24.

Prospects look good for the coming year, with practically all of last year's players back in the line-up. Details of the seasons games and prospects will appear in an early issue.

At last accounts Frank Milliken star goalie for Bird & Son, was still in the running for the guardian's position on the U. S. Olympic Team.

P. R. Allen New B. & M. Director

FURTHER honors have come to Philip R. Allen, president of Bird & Son, inc., as he was recently elected as a member of the Board of Directors of the Boston & Maine Railroad.

Mr. Allen has already begun his duties.

NEW BOOKS IN LIBRARY

America Comes of Age	Siegfried
Flower Garden Day by Day	King
Almost Perfect State	Marquis
International Critical Tables of Numerical Data	
Physics, Chemistry and Technology, Vol. III	
National Research Council of United States of America	
Home Builders' Library	Architects' Small House Service
Instincts and Emotions	Babson
Entertainment	Delafield
House Made with Hands	Anonymous
Melody of Death	Wallace
Fountain Sealed	Sedgwick
Black Cabinet	Wentworth
Flambeau Jim	Spearman
Respectability	Lynch

BIRD'S
NEPONSET REVIEW

Vol. XVI. APRIL 1928 No. 4

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

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Keeping the "Flyer" in Trim

FROM far down the track a long-drawn whistle sounds. To the watcher beside the road comes the low hum of vibrating steel rails that increases in pitch until they fairly sing. Now, just in sight, we see a black spot with a flattened plume of white above it.

Nearer it comes, growing larger every second until, with a sweep and a roar, the limited flashes by, drawn by a thundering locomotive—going a mile a minute or better!

No matter what our age, the sight of a mighty engine never fails to thrill.

But let us leave the flyer eating up the miles, and go back to her starting point. What do we find here? A row of ordinary sheds, each holding a locomotive, waiting to be sent out whenever one is needed? Hardly.

Locomotives are kept in a roundhouse during their periods of rest, and a roundhouse is practically a completely equipped engine hospital—differing, however, from an ordinary hospital in one important respect—it devotes itself primarily to preventing "sickness" and accident before they happen.

The flyer that we left zooming down the track a few paragraphs back is subject not only to constant oiling and polishing, plus an inspection before every run, but, once every so often it is taken out of service, put in a special berth, and thoroughly gone over from headlight to tender, right down to the last nut and bolt.

Mind you, it makes absolutely no difference if the locomotive has been running perfectly. Into the shop she goes, for a thorough examination.

If, then, it is considered so important to keep constant check on a piece of machinery, is it not equally important to do the same thing for human beings?

We believe it is. Bird & Son has for over a year required that every applicant for employment have a physical examination. These examinations have proved their worth both to the Company and to the worker. The examinations help in placing the applicant on the right kind of work, and they have often brought to light conditions regarding which the one being examined knew nothing, and which, now discovered, could be dealt with before they had gone too far.

Any employee of Bird & Son who is a member of the Employees' Mutual Benefit Association is entitled to a yearly examination a Benefit doctor, at no cost to the worker. Your birthday is an excellent time to take such an examination.

Just as in a locomotive, so in the human engine, do certain faults develop that are not apparent on the surface but which, if neglected, make themselves known at the most unexpected moments, and often in a most disastrous fashion.

In brief, the check-up on the locomotive, and the physical examination of humans is nothing more or less than our old friend, the ounce of prevention.

Help Your Correspondent

TO aid in gathering news items and pictures, the *Review* has a staff of about 35 correspondents, scattered throughout the various mills and offices, whose duty it is to report each month on the various happenings of interest in and around their departments.

Of course it is not possible to have a correspondent in every department or to give everyone who might like to be one a chance—not all at the same time. But, in order to give as many individuals and departments a chance to do some reporting, the correspondents are changed from time to time. Some changes have recently been made, as you will see when you look over the lists at the head of each department this month.

The men and women whose names appear at the head of the notes need your assistance in getting news items.

Here are a few of the things the *Review* asks its correspondents to report on: Engagements, marriages, births, deaths, new employees, new houses, moving days, hunting or fishing trips, new cars, new radios, activities and accomplishments of fellow workers outside of plant, accomplishments of fellow workers' children, improvements around the plant, trips to the old country—and many others.

The *Review* also welcomes pictures of all kinds taken of or by Bird workers. Old-time and present-day pictures equally welcome.

Look over the list of reporters at the top of your section of Notes from Plants and Offices. See who is nearest to you, and help him or her by giving news items or pictures. They will appreciate it, and so will the *Review*.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy Laminated
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

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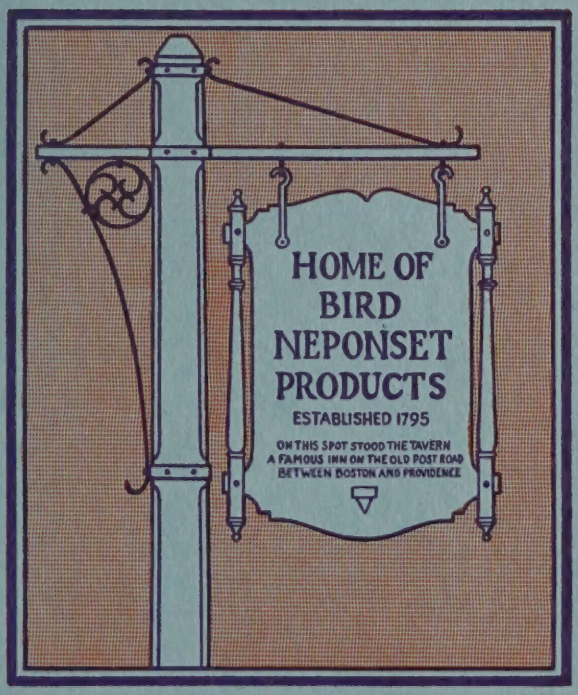
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XVI NO. 5 MAY 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
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Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL

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Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago, St. Paul

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI May 1928 No. 5

ALL THEY DO IS MAKE THE PAYROLL!

YES, that's all, but it's no small task at that to see that on each pay day throughout the year every member of the Bird & Son family receives his envelope, with the correct amount enclosed.

This, then, is the story of the payroll department, known in the Bird & Son "sign language" as "AP," and of some of the others who are responsible for our receiving the most welcome periodic visit known to man, that of the paymaster.

Those who figure our "spondulicks." Back row, left to right, Andrew Mellin, Gilbert Whitehead, Roy Cooper; Front row, Helen Gustafson, Ellen Johnson

We will deal first with the functions of AP, under whose jurisdiction comes the payment of the largest number of Bird workers. We will also start at the beginning of the "pay week" which, for those on a hourly basis, starts at 7 a.m. Friday.

On Friday morning, then, most of the workers in the various manufacturing departments take from the rack near the time clock in their department a brand-new time card. This card has come from AP, where it has previously been stamped with the worker's name, department and number.

He inserts the card in the slot provided in the time clock, pulls the lever; the time clock says "bong," and another week is under way.

Each succeeding day the worker repeats this process whenever he comes to or leaves his work. He continues using the same card until the following Thursday night, when he surrenders it, and it is sent to the Payroll.

Here each card is taken separately, the number of hours the man has worked figured out from the times punched on the card, and this figure entered in its proper place on a huge ruled sheet, containing the names of all the workers in his department.

So far, then, we have a time card filled out, the number of hours calculated, and placed beside the proper name on the sheet. This number of hours is then multiplied by the "rate" or the amount per hour which the worker receives. The resulting figure is the amount, in dollars and cents, which the worker has earned during the week's time.

Next come the deductions. The amounts to be deducted from anyone's pay come from the various departments concerned, on forms provided, and signed by the worker. If he desires so much per week deducted and used to buy Credit Union shares, the Credit Union notifies the Payroll, and the amount is put down on the worker's line on the payroll sheet; deductions for merchandise come from the Credit Department, and so on.

We now have the number of hours, the rate, the amount earned, and the deductions. The latter figure, subtracted from the amount earned, gives us the amount due.

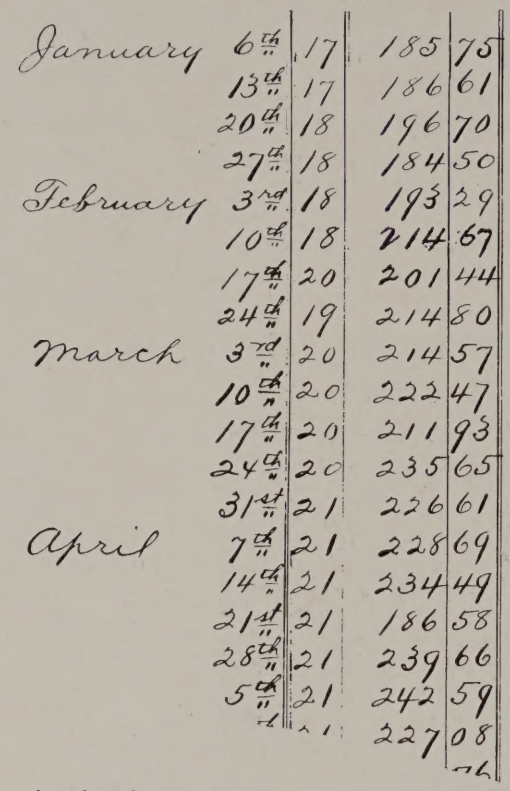
The coming week's pay envelopes are then brought forth, stamped, as are the time cards with each man's name, department, and number. On the flap of each envelope is marked the amount due the worker whose name appears on the front.

The amounts on the envelopes are then totalled, the envelopes tied up, and a check for the entire amount of the payroll made out. Check and envelopes then journey to Boston to the office of the Brinks Express Company.

This company takes the check, cashes it, and with the money thus received, proceeds to fill each envelope with the amount called for on the flap.

In the meantime the "pay checks," a section of the time cards, are sent to the men, to be surrendered by them in return for the envelopes containing the earnings.

Bright and early Thursday morning there roll down to the plant two automobiles, one heavily



January	6th "	17	185	75
	13th "	17	186	61
	20th "	18	196	70
	27th "	18	184	50
February	3rd "	18	193	29
	10th "	18	214	67
	17th "	20	201	44
	24th "	19	214	80
March	3rd "	20	214	57
	10th "	20	222	47
	17th "	20	211	93
	24th "	20	235	65
	31st "	21	226	61
April	7th "	21	228	69
	14th "	21	234	49
	21st "	21	186	58
	28th "	21	239	66
	5th "	21	242	59
			227	08

A section of an old payroll of 34 years ago. The column next to the date shows the number of men, and the one on the right, the total amount due for the week

armored, and both attended by armed guards, bearing the mill payroll. The "ghost" is ready to walk.

The express company, under the direction of the Bird & Son paymaster, then proceeds to pay off the men in the various departments, at stated intervals during the day.

And there you are. It is now Thursday night again, and tomorrow morning this procedure will start all over again.

It all sounds very simple, perhaps, but remember that for each mill worker to receive his pay means more than a dozen operations each week, and also that there are now about 1150 workers paid through AP. This means nearly 15,000 operations of stencilling, multiplying, entering, checking, etc., each week.

Further, the Payroll Department is constantly being called on for all manner of reports to be used in figuring costs—the number of hours spent on a particular job—the total number of hours worked by certain departments during a certain period—and the like.

But through it all they are a cheerful crew, bringing as they do a mighty cheerful message each week to well over a thousand Bird workers. In closing, they want it to be said that if at any time any man has any question on the accuracy of the amount he receives, he should feel free to call it to the attention of the paymaster, and every effort will be made to see that the matter is straightened out.

Now, having seen how AP works for those in the manufacturing, let's have a look at the procedure on the office payroll.

Except for the fact that there are no time cards, and consequently no "hours worked" at so much per hour to figure, the office payrolls are handled in much the same way as the mill.

Those in charge of the semi-monthly payroll make it up just as is done in AP. A stated salary appears on a card or sheet beside each name, then come the deductions, and then the amount due. The amount is entered on the envelope, with deductions appearing on the face of the envelope, the money is drawn from the Norwood Trust Company, and, on the fifteenth and last of each month, the ghost walks for those on this payroll.

The monthly roll follows the same procedure as the other two, save that the pay is distributed in check form, with the deductions appearing on the stub of the check. For those who get checks, the spirit perambulates on the last of the month only.

We will close with a rather interesting comparison. At the top of this page appears a small section of a Sorting Room payroll of 1894. You don't need to be a shark at figures to see that the average pay at that time was $10 to $12 per week. It wasn't a 48-hour week, either. And those were "the good old days."

Much of the history of the company appears on these old payrolls. Yes, and a good deal of industrial and economic history as a whole. Hours of work, rates of pay, production budgets—all have undergone a revolution since those "good old days."

"Sweet Adeline"

Perhaps it will surprise many to learn that the author of "Sweet Adeline" is still alive. It may also be a matter of astonishment that he received only $4000 for a song that has run into 50,000,000 copies.

The popularity of "Sweet Adeline" is not easily understood. It may be said by way of explanation, right or wrong, that the song lends itself to mixed male voices—frightfully mixed at times, as the result of mixed drinks. In barrooms, in former days, "Sweet Adeline" was second only to "The Old Oaken Bucket." The latter was an 11.30 p. m. song. "Sweet Adeline" came nearer closing time, when the married members of the party began to think of sweet Adelines, sweet Evelyns and patient Marys waiting at home.

Conducting a quiet saloon was never a small task, but it was particularly difficult when some mysterious nocturnal spirit inspired patrons with the idea that one man could sing as well as another, if not better. Under the spell men were lenient, and everybody was given a chance to do his worst.

Toledo Blade.

FB Breaks All Known Accident Records!

ONCE more has a record gone by the board!

Hats off to the Norwood Building and Roofing Mill of Bird & Son, inc., who have at the present writing, April 23, gone for six consecutive months without a lost-time accident. So far as figures going back more than ten years show, this feat has never been duplicated by any other Bird & Son mill.

Their accomplishment is all the more remarkable when you consider that a year or two ago their Safety records were far from encouraging. FB is also without question a place with many possible hazards. There is much machinery, heavy goods to be handled, and several tanks of superheated asphalt and coating—all potential breeders of injury.

Nor is the six-months record the entire story. Not by any means. Some of the departments within the mill have accomplished even more astounding things. No. 1 Machine, for instance, has gone nearly 21 months without a lost-time, and FBF has gone 20 months without a lost-timer.

It isn't easy to explain just how these remarkable records came about. It would not be violating any particular confidences to say that two years or so ago those in charge at FB were thoroughly discouraged as regards Safety. There seemed to be no possibility of improvement. Men were constantly getting hurt, and Building and Roofing was a pretty consistent occupant of the cellar in the Bird & Son Safety League.

But something happened, we don't know just what, and things began to change. In 1927 FB improved their record about 80 per cent, and scored four perfect months during the year. And all the time they were getting up speed for the record breaking stunt.

There was no hurrah-ing and waving of banners. But somehow the Safety spirit spread into every nook and corner of the mill. The careless worker was "razzed" unmercifully. The record board that hangs near the entrance was watched with increasing eagerness. FB was "sold" on Safety.

That's all we can tell you—except this—that every man who works at FB is a Safety worker, and obeys the Safety rules.

What they have done, the other mills can do.

Once more, hats off to Building and Roofing!

NOTE

Several other departments within the various mills are also holders of long no-accident records. They will be given full credit in the next issue.

WHAT'S WRONG WITH THIS PICTURE?

BELIEVE IT OR NOT - IT ACTUALLY HAPPENED!!

THE worst examples of unsafe working are sometimes the best object-lessons on the right and safe way to do things.

At any rate, our cartoonist has pictured for us this month an actual occurrence in the East Walpole Machine Shop, which looks hardly possible but which nevertheless did take place.

As the drawing shows, a man was grinding a casting. The grinding wheel was equipped with an eye shield, which the worker very carefully pushed to one side. Then, he wore goggles—but these he also very carefully left on the top of his head. He thus endangered his eyesight, his most precious possession, for no apparent reason or excuse.

A Bird & Son Safety rule reads: Wear your goggles when you are doing any work that may possibly injure your eyes.

This rule was not made by the company just for its own benefit, nor to attempt to tell workers what they should or should not do. It was made in an attempt to avoid such happenings as the one pictured above, and the consequences of such foolish acts—*to the men themselves.*

Here is another example of a slightly different kind of carelessness.

A certain Bird worker had a job to do on an electric power line, out in the mill. Before he could start work, the power must be shut off, so he went to the engine room, pulled open the switch, and went back to his work on the line, out in the mill.

A little while later, along came another worker, an executive this time, and seeing the switch

open, with nothing to indicate why, he closed it again, putting on the power once more.

A few minutes after that a wild-eyed workman rushed in, and wanted to know who the blankety-blank had closed that switch. The executive admitted that he had.

Who was wrong?

It is another Bird & Son Safety rule that in cases such as this, a man working on a line, who opens a switch in order that he may do so, should lock or tag that switch before he does a tap of work on the power line. This the worker in our story had failed to do. He had needlessly endangered his life through his failure to obey a rule made for his own benefit.

For your own sake, and the sake of those dependent upon you, OBEY THE SAFETY RULES.

THE HONOR ROLL

WE give below the names of those departments, with their foremen, that have gone from January 1 of this year to date, March 24, without a lost-time accident:

Paper Mills

DMB, John Burke; DMC, DMH, Arthur Smith; DMP, Carl Schaier; DMT, John Curran; DMW, Victor Burrell.

No. 1 Box Shop

FXN, FXW, Harry Tower; FXT1, Robert Morse.

No. 2 Box Shop

FXB; FXK, Lawrence Doane; FXP, Frank Meyer; FXT1; DVX2, George Towle.

Engineering

EF, Samuel Kay; EME, Frank Whitehead; EML, Tom Graney; EMP; EMT, John H. Smith; EMW, Andrew Urquhart; ERH, John Burhoe; ERE, Marshall Grant.

Building and Roofing

PBL, Milton Beasely; FB, Office; FBB, Mike Sheehan; FBC, FBE, Herbert Jepson; FBF, Charles Watson, Charles Seavey; FBJ, John Foley; FBL; FBM, FBSM, Harry Dresser; FBN, Robert Roy; FBP, Howard Everett, Ralph Kolseth; FBQ; FBR; FBV, FBX, Dick Stoddard; FBY, Alden Boothby; FBZ, Watchmen.

Floor Covering

PFL, James F. Maguire; FF, Office; FFB, James Garner; FFC, Berton Seekins; FFD, Charles Bean; FFF, Clarence Hagman; FFG, Howard Johnson; FFJ, Michael Shergals; FFN, Leon Wilson; FFP, Elton Hamilton, Sidney Taylor; FFQ, Jesse Ghen; FFS; FFV, Stuart Nickerson; FFY, Frank Sutherland; FFZ, Watchmen.

Who Am I?

I am more powerful than the combined armies of the world.

I am more deadly than bullets and I have wrecked more homes than the mightiest siege guns.

I steal in the United States alone over $300,000,000 each year.

I massacre thousands upon thousands of wage earners in a year.

I lurke in unseen places, and do most of my work silently. You are warned against me, but you heed not.

I am relentless. I am everywhere; in the home, on the street, in the factory, at railroad crossings, and on the sea.

I bring sickness, degradation and death and yet few seek to avoid me.

I destroy, crush and maim; I give nothing, but take all.

I am your worst enemy.

I am carelessness.

Nasheville, N. C., Courier.

Installment Hounds—

Mr. Spendthrift: "Any installments due today?"

Mrs. Spendthrift: "No, dear; I think not."

Mr. Spendthrift: "Any payments due on the house, the radio, the furniture, the furnace or the rugs?"

Mrs. Spendthrift: "No."

Mr. Spendthrift: "Then I have ten dollars we don't need. What do you say if we buy a new car?"

Boston News Bureau.

Out of the Gloom

Bill Jarrett has just returned to Barstow from the Death Valley country. Bill worked for six weeks on the graveyard shift for the Corpse Mining Company in the Coffin Mine located in Dead Man's Canyon in Funeral Range at the edge of Death Valley. Bill is leaving next week for a prospecting trip to the Devil's Playground in Hell's Half Acre.

Barstow, Calif., Times.

BIRD & SON, inc., E. M. B. A.

Quarter Ending March 31, 1928

RECEIPTS

Balance on hand December 31		$ 2,363.44
Dues paid January	$1,943.20	
February	1,522.00	
March	1,346.00	
		4,811.20
Contributions		
January	2,332.25	
February	1,927.75	
March	1,686.25	
		5,946.25
Interest and Dividends on Investments		452.00
Entrance Fees		54.00
Insurance Refunds		22.08
Interest on Deposits		12.26
Dividend on Inc. Premiums		9,484.76
Refund of Sick Benefit		6.00
		$23,151.99

EXPENDITURES

Sick Benefits	$ 3,399.00
Insurance Premiums	4,953.83
Physicians Fees	1,323.39
Wheeling Steele	2,076.69
Solvay Am. Corp.	994.03
Philadelphia Co.	1,011.67
Prudence Co., Inc.	2,034.94
Middleboro Co-operative Bank	2,008.30
South Shore Co-operative Bank	1,966.29
Newton Co-operative Bank	1,985.00
Death Benefit	200.00
Refund of Dues	15.20
Premium of Treasury Bond	12.50
Refund of Entrance Fees	1.00
North Walpole Greenhouse (wreath)	10.00
Bird & Son, inc. Supplies	10.15
Book Balance	1,150.00
	$23,151.99

MEMBERSHIP

In good standing December 31, 1927	1849
Fntered during quarter	54
Lapsed during quarter	96
Members in good standing March 31, 1928	1807

ASSETS

	Purchase Price	Market Value
19 Shares American Tel. & Tel. Co.	$2,660.00	$ 3,455.62
10 Shares Western Union	840.00	1,638.75
Shelton Apartment Hotel Building, 6½%	2,000.00	2,080.00
Standard Gas & Flectric Co., 6%	1,006.17	1,045.00
Cons. Flec. Lt. & Power, 5½%	1,010.08	1,073.75
Int. Sec. Corp. of America, 5%	952.50	962.50
Solvay American Invest. Corp., 5%	994.58	995.00
Ill. Power & Lt., 5%	980.28	1,005.00
Mass. Gas Co., 5½%	2,056.81	2,092.50
Great Western Power, 5½%	2,038.64	2,050.00
Int. Match Corp., 5%	1,998.89	2,010.00
Aluminum Company of America, 5%	2,011.11	2,055.00
Naragansett Company, 5%	2,002.78	2,030.00
Miss. Pacific Railroad, 5%	2,006.11	2,030.00
Columbia Gas & Flectric Company, 5%	1,003.20	1,007.50
Wheeling Steele, 5½%	2,055.00	2,075.00
Solvay American Inv. Corp., 5%	992.50	995.00
Philadelphia Company, 5%	997.50	1,005.00
Prudence Company, inc., 5½%	1,990.00	1,970.00
Middleboro Co-operative Bank, 10 Shares	2,000.00	2,000.00
10 Shares South Shore Co-operative Bank	1,966.29	2,000.00
10 Shares Newton Co-operative Bank	1,985.00	2,000.00
10 Shares Whitman Co-operative Bank	1,967.80	2,000.00
7 Shares Walpole Co-operative Bank	1,400.00	1,400.00
10 Shares Norwood Co-operative Bank	2,000.00	2,000.00
5 Shares Dedham Co-operative Bank	992.82	1,000.00
Phillipsdale Emergency Fund	100.00	100.00
Chicago Emergency Fund	100.00	100.00
Neponset Credit Union Share	5.00	5.00
Book Balance		1,150.00
		$45,330.62

LIABILITIES

None

Audited and found correct,
John J. Linnehan, Treasurer,
B. D. Rogers, Financial Secretary.

ATHLETICS

WITH the holding of the closing banquet of the Girls' League, described elsewhere, the last echo of the 1927–28 bowling season has died away, and in its place comes a swelling chorus of soccer, baseball and tennis.

We'll take soccer first, inasmuch as it has been under way for several weeks. The Bird & Son Soccer team has reached the third round in the Charity Cup Tie, and from all indications at the present writing, will continue to stay in the running for some time to come, perhaps even into the finals.

Soccer Deserves More Support

This Bird & Son aggregation deserves a lot more support from local sport followers than it has been getting. For a first year aggregation to finish in third place in a league of veteran players, as the Bird team did last year, is considerable of an accomplishment.

So far this year they have not lost a cup-tie game. The team is getting better every week, as its members gain further experience. They are guided by old heads in the game, and with the qualities of speed and fight they show and possess, should continue to furnish games abounding in good play and plenty of thrills.

A further noteworthy accomplishment in soccer was that of Frank Milliken, star goalie for Bird & Son, who was chosen to represent the New England district in the try-outs for the Olympic Soccer Team. Frank journeyed to New York to meet the aggregation from that district, but fate was against him, and he was not among those chosen to represent this country in the games at Amsterdam. Nevertheless, his gaining of a position on the New England team was, for a player with but one year's experience, a feat little short of miraculous.

We extended our good wishes to Frank at the time of the play-offs, and we now extend our congratulations for his good work in going as far as he did, and venture to predict that he will continue to gain further honors in the soccer world.

Tennis Starts Soon

So much for soccer. Now for tennis.

The two groups of courts in Francis William Park have been put in first-class playing condition, and will be opened for play as soon as weather permits. Some of them may be ready by the time this is published.

Rules and regulations for the use of the courts will be posted at the courts and will be published in the June *Review*.

While definite arrangements have yet to be made, it is quite certain that there will be two tournaments this year, as there were last. The Men's Singles tournament will probably follow about the same lines as last year, namely the dividing of players into groups by lot, and the subsequent challenging of players in one group by those in the group below them; the play to end at a stated time, following which there will be play-offs in the leading groups.

A Men's Doubles tournament will also be run off during the season.

And So Does Baseball

And now for baseball. "Give us some weather," said someone the other day, "and we'll get going."

So we hope that by the time you get this the old horsehide will be sailing over the plate, the old spiked shoes well broken in, and the nice clean uniform just soiled enough for luck.

Practice will start as soon after May 1 as weather permits. Until a manager for the 1928 season is elected, candidates should send their names to Al Smith, or better still, call and see him in person, in the Triangle building. There is plenty of opportunity for new men in all positions.

The new Athletic Field will probably be open for play on or about May 15. Practice and games will be held on the Bird School grounds until that time.

The prospects for a local industrial league are as yet uncertain. But local fans may rest assured that there will be a season of good snappy ball.

The various professional teams that played here last year—the Clowns, House of David, and Philadelphia Colored Giants, will again be in this vicinity, as will several other stellar aggregations. There will be some exhibition games during the season; names, dates and other particulars to be announced in due time.

And there you are! If all of the foregoing doesn't offer enough of interest for sport-lovers, players and spectators alike, we don't know what will.

Bird Workers Score at Rifle Club

SEVERAL Bird & Son workers were among the high scorers at a recent Norwood Rifle Club match. Incidentally, there is now quite a representation from this company in the Club, and newcomers, who are still welcome, will feel right at home.

The scores:

Wilbur Fay, 99; N. Jacobsen, 98; William J. Quinn, 98; E. T. Peavey, 97; J. G. Hollingsworth, 95; A. Macchi, 95; J. A. Timmins, 95; Edward Boulter, 95.

Girls' League Holds Banquet

THE curtain went down on the bowling season with a hearty bang Tuesday evening, April 17, when about 75 members of the Girls' Bowling League held their first annual banquet at the Lantern of the White Duck in North Attleboro.

The start was made at about 5.30 from East Walpole Square, the members being transported in private cars and by bus to the restaurant, where the banquet awaited them on their arrival.

After quantities of chicken, steak and duck had been disposed of, the prizes were awarded. Eva Gifford, secretary of the League, acted as toastmaster. There were cash prizes for some of the winners, and little silver pins, with crossed pins and a bowling ball in the center, for others. The prize winners were announced in the last *Review*.

Miss Gifford was the surprised recipient of a big bouquet of roses, presented to her by the members of the League for her good work as secretary during the season.

Stunts were then put on by various members, including a specialty dance by Helen Owens. General dancing was also enjoyed, and then the start was made for home.

Voted by the members: A glorious success, and one grand good time.

Crescent Park Outing June 2 Will Close Bird Club Season

THE Bird Club season is drawing to a close. This year, more than ever before, the members have been treated to a variety of entertainment, and the next and last meeting promises once more to furnish "something different" and to provide a fitting windup.

The May meeting of the Club is scheduled for Friday evening, May 4, and will be reported in the next number of the *Review*. But by the time you read this, all eyes will be turned towards Phillipsdale, and the last meeting of the year.

This final get-together, with DP as host, will be in the form of an outing at Crescent Park, famous for its shore dinners, and offering fine opportunities for swimming, baseball and other forms of recreation. Members only may attend.

The tentative date has been set for Saturday, June 2, and present plans, also tentative, call for the following schedule:

Leave East Walpole: about 3 p. m.

Arrive Crescent Park: about 4.30 p. m.

Shore dinner served shortly after arrival.

Balance of the day and evening to be devoted to baseball, acquatic sports, field sports and other activities.

Start for home: about 9 p. m.

Details of transportation, cost and other necessary information will shortly be sent to all members.

It looks like a grand old wind-up for what has been one wonderful season. Let's go—Crescent Park, June 2.

Among Bird Soccer Players

Jack Smith

THE picture above is that of Jack Smith, right inside forward of the Bird & Son Soccer Team, an exceedingly forceful player, a good goal scorer, and a man with few equals in his class.

He played schoolboy football with St. Margaret's in Glasgow, Scotland. He came to Walpole in 1926, played last season with Clan Robertson, and proudly wears his gold medal which he received as a member of that team, which won the Grand Scottish Clans Cup in 1926.

Now he wears the Bird & Son colors, and is one of the many good members of an increasingly good team.

"TNT" IS NEW GIRL'S CLUB

MEMBERSHIP in the new "T. N. T." Club is open to all Bird & Son girls. The club meets on the first and third Tuesdays of each month, in the FX2 Clubroom, principally for sewing, but also for a general good sociable evening.

Those interested in joining are invited to come to the next meeting, or to see Mrs. Rafuse.

BIRD'S
NEPONSET REVIEW

Vol. XVI. MAY 1928 No. 5

Published Monthly by the Employees of Bird & Son, inc.

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Where There's a Will

DESPITE the apparent refusal on the part of the weather man to send us some real Spring weather—at the time this is written—we doubt if it would be very hard to secure a pretty general agreement among the populace at large that this is a pretty good old world after all.

We hate to think of leaving it. But we must sometime. Cheerful subject for a springtime editorial, we'll admit, but what we really want to talk about is wills, and why they should be made.

Although most of us who are in good mental and physical health avoid the thought of death and its consequences as much as possible, we do have in mind a pretty definite idea as to the disposal of what worldly goods we shall leave behind when we do shuffle off this whirling globe.

Our wealth may be far from great, our possessions not much to talk about, but they are ours, nevertheless, and when we may no longer hold them, we want them to go to a certain definite place, or places.

There is absolutely no other way to make sure that your wishes will be followed than by the making of a will. And it must be your own will. What do we mean by "your own will?" Merely this—if you do not make one, the State will do it for you—*and what the State will do with your possessions may be exactly the opposite* from what you intended should be done with them.

Under the laws of Massachusetts, for instance, if there are no children, and your wife survives you, and you have made no will, she will be entitled to *but one-third* of your estate, although you may have intended her getting it all.

In case there is a child, or children, and you have made no will, your wife will receive her "dower right" of one-third, and the remaining two-thirds will go to the child, or children. The probate court will appoint an administrator, who will direct the spending of every cent of the two-thirds.

This may not be at all what you intended should happen, but it is just what will happen, if you leave no will, and you will at the time be in no position to have anything whatever to say about it.

The making of a will is one of those things which we are always putting off until tomorrow. Such postponement is unfair and perhaps even a menace to the future welfare of those concerned.

Make your will now! Put down on paper just what you want done with your possessions. Then go to an attorney about whom there is not a shadow of a doubt as to ability and integrity, and have him make up the document. Or, if you wish, come to the Labor Bureau, where there are sample documents on file, and help in making your will will gladly be given.

Big Names in Big Promotions May Mean Little

AMONG the many tricks used by questionable promoters is that of selling securities on the reputation and standing of well-known business men whose names appear as directors of the company, in which the stock is being sold.

Suspicion and the inclination to investigate all features of the promotion are thus partly allayed—as intended by the promoter. Selling of stock is thus made more easy.

Usually it can be assumed that a Board of Directors composed of a representative group of business men is an assurance that the project is honestly conceived. This assumption is not always a safe one. Even when made with safety, it merely means that the public will get a "fair run for its money." If the company is successful, the stockholders will share in the profits. If unsuccessful, the stockholders will lose.

Then, too, misrepresentation in literature and by salesmen may change an honestly intended promotion into a fraud. An easy and sensible rule is to "Before You Invest—Investigate."

Get the facts from the Boston Better Business Bureau, or from the Labor Bureau, without charge.

A Man's Job

A man's job is his best friend. It clothes and feeds his wife and children, pays the rent and supplies them with the wherewithal to develop and become cultivated. The least a man can do in return is to love his job. A man's job is grateful. It is like a little garden that thrives on love. It will one day flower into fruit worth while, for him and his to enjoy. If you ask any successful man the reason for his making good, he will tell you it is because he likes his work; indeed, he loves it. His whole heart and soul are wrapped up in it. His whole physical and mental energies are focused on it. He walks his work; he talks his work; he is entirely inseparable from his work, and that is the way every man worth his salt ought to be if he wants to make of his work what it should be and make of himself what he wants to be.

Senator Arthur Capper.

SAVE MONEY ON INSURANCE

IN the belief that Bird & Son workers should and would be interested in a form of low-cost life insurance that offers benefits that no other plan of insurance does, we are starting this month a series of articles on Massachusetts Savings Bank Life Insurance. This information will be supplemented by posters and other publicity, and every means will be taken to see that all Bird workers who are interested may receive all the information they wish.

What is Savings Bank Life Insurance?

First, the Massachusetts system of Savings Bank Life Insurance is a State-aided plan which aims to give to Massachusetts wage-earners and their families all that their money can possibly buy of real life insurance.

The State utilizes the Savings Bank as the medium through which to perform this important function, because our Massachusetts Savings Banks (of which there are now nearly 200) have no stockholders and are operated solely for the benefit of the depositors. Thus is made possible the existence of a purely mutual insurance organization. The expense of commissions to agents is done away with by a provision in the Savings Bank Insurance Law which prohibits the Savings Banks from employing paid solicitors.

The system rests upon the undeniable proposition that the cost of providing for death and old age is a part of the cost of living in youth; that this cost should be recognized as a fixed charge upon current wages; and that any person who, having the opportunity, does not make such provision, is simply shifting upon the community, or upon his family or his friends, the burden he should himself have borne.

The Savings Bank Insurance Law under which the Insurance departments of the banks are operating was enacted by the Massachusetts Legislature in June, 1907. The first policy was written by the Whitman Savings Bank in June, 1908, so that the system has now sixteen years of practical experience. Eight Savings Banks in this state have established Insurance Departments.

Insurance may be obtained in any of the standard plans, in several that are not offered elsewhere, and in amounts ranging from $50 to $10,000.

The cost is lower, and the benefits greater than under any other standard form of insurance.

There is now in force in Massachusetts $52,500,000 in Savings Bank Life Insurance.

If you are interested, call at Al Smith's office in the Labor Bureau, where rate cards and full information are available.

Future articles in the *Review* will tell you something of the various forms of insurance, their cost, and their advantages.

Local Bud Fishers, Attention! You Have Chance to Win Fiver

Here is Dan Ross's entry in the Cartoon Contest. Where's yours?

DO you like to draw?

If you do, and would also like to enter a contest with a chance of winning $5, the *Review* offers you a good opportunity. Last month we started a cartoon contest, offering $5 for the best cartoon sent in before May 18. The contest is still open—but it closes May 18, so get your drawings in early.

Any Bird & Son worker may compete. You may make the cartoon of anything or anybody you wish, but we suggest that you take as a subject someone or something in or about your own department. The drawing should be done in pen and ink, and should be about five by seven inches, or larger if you wish. You may send in as many drawings as you wish.

There must be quite a few artists in a large family such as the Bird & Son one. We don't mean second Michael Angelos, or Sargents, but folks who like to draw, and can do so well enough to show some difference between a locomotive and a bob-tailed cat. If your ability goes that far, it goes far enough to let you enter the contest.

We want to lighten up the "Notes" and feature stories from the various departments, perhaps inaugurate a regular cartoon feature, or "strip," and have other work done by our own staff of artists.

We therefore offer you this opportunity—send in you drawing or drawings before May 15. Someone will win a perfectly good check for $5, and all who enter will be eligible for appointment on the staff of the *Review* as contributing artists.

Make that drawing today!

Notes From Plants and Offices

MAIN OFFICES AND SALES
East Walpole, Mass.

Enid O. Smith *Fred J. Spang* *Margaret Breen*
Margaret Poff *Margaret Owens* *Edgar Tarr*

Three Bird & Son workers won honors and took part in the recent graduation of the Chandler Secretarial Evening School. Dorothy Hartig was Valedictorian, and took for the subject of her essay, "Traffic Control." Julia Clem held second honors, and read an essay on the "Fssentials of Success." Margaret Breen had a part in the exercises, too, reading an essay on "My Experiences in Business."

We offer our congratulations to these three girls.

Another view of the Main Office about 1900. *H. E. Davenport on the steps at the left*

Bertha Broadley has been working in CE during the past month.

We hear that Sophie Fppich of AM is taking a course in landscape gardening, and is studying many of the beautiful Westwood gardens under very careful supervision.

Jim Mack spent the holiday in North Adams. The Boston papers reported a very wild bear was at large in that vicinity on the same day. How come you escaped being shot, Mack?

Secure your tickets early and avoid the rush. Bill Maxwell's new car has arrived.

Anyone interested in thoroughbred rabbits should see Agnes Foley's selection.

We extend our sympathy to Gerald King and to Edward Gibbs, who suffered losses in their family during the month.

We were glad to welcome R. W. Westcott of the Chicago office during the month.

We extend our good wishes also to Wes Ahlgren, who was married in Brockton, April 21, to Miss Regina Sundstrom.

PAPER MILLS
East Walpole, Mass., Mills

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Carl Schaier is sporting a new pair of glasses. We understand that he gets them all shined up for the Thursday matinees.

Louis Bergstrom finished the bowling season with a strenuous match in Brighton.

John Curran had his car tagged recently for not parking properly. Of course, John isn't tagged for all the parking he does.

Clarence McGlashing of No. 5 Machine is doing a little real estate business on the side. He has sold several lots, and has several more to sell.

Andy Walker and Mike Burke spent April 19 catching trout. Andy spoiled the day by falling in the trout brook.

Steve Barron is now living in his new home on Weld Avenue, Norwood.

Ed Powers, captain of the Bull Dog Baseball Team, challenges any nine in the mill.

Jim Kivlin says it won't be long now. He must mean the summer. Jim has had his spring bob.

One good Ford for sale. See Frank Dockray.

Tony Feeney has a new Nash sedan.

Dave Fitzgerald is back to work again after two months of illness, and gets a hearty welcome, as does Nick Troiano, back on the job after an absence of seven months.

We welcome Raymond Bergin as a newcomer in DMT.

Santos Flamingo of DMH spent the Easter Holiday at Buffalo, N. Y., visiting his brother.

We are glad to hear that Mrs. Thompson, wife of Felix Thompson, DMC, is recovering nicely from her recent operation.

George Smith is reshingling his home on Pleasant Street with some of the new weatherstained shingles. It sure looks great.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Edward Geraghty recently graduated from the evening course in shop mathematics at the Wentworth Institute.

Summer is here at last, boys. Tom Graney is now sporting the first straw hat of the season. Something ought to be done about this. It used to be Jack Smith who started the ball rolling, but Tom has beaten him to the post again this year. But then again, Jack may be contented to sit back and rest on his former achievements.

Fred Vietze is one of those boys who likes his job. In fact, he likes it so well that he clocked in the other morning before 6 a. m. Of course, we don't know what Freddie thought or said when he discovered just what time it really was.

Frank Whitehead is now right in line with a new Buick sedan.

Herbert Hinson has at last got rid of his "Blue Devil," and is now sporting an Essex coach.

Now that some of the boys are undecided as to what kind of car to get, John Bache of FMM solves the problem by making the latest model in wheelbarrows. We might say that it has perfect lines, in fact it is a thing of beauty. But as for it being a joy forever, well, Jack will no doubt let us know before long. Yes, Jack will do the painting for himself.

Roy Gardner wondered why in time his engine wouldn't start the other day, and then discovered he had left a rag in it. We wouldn't care to have Roy as our doctor, if any operations became necessary.

Ernest Stott now has a new Chevvy, and is also working at top speed to get a garage built, so the spring rains won't spoil the finish.

Gardens and cars occupied most of the boys' time over the holiday.

Sam Kay was mustered into John Cleary Camp, U. S. W. V., at Hyde Park, on April 20.

Joe Donovan was April fooled nicely. He wanted a boy, but it was a girl—April first—seven pounds—Mary Evelyn. Both Marys doing nicely.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*

We are glad to report that both Joe Farrell and Joe Ferriera, who have been out sick, are greatly improved and probably back at work at this time.

George Madden has been walking around with his chest out just like a new father, the reason being that he recently beat

John Davis at checkers. Some of us think that he slipped a couple of John Davis's men off the board when he wasn't looking. Henry Phelps doesn't think this is anything wonderful for he beat John Davis himself about a month ago and he hasn't lost to him since—he hasn't played with him since.

Alec Homenick came to work recently with a sprained ankle which "came upon him" as he was watching a wrestling bout. Some of these fellows get real enthusiastic about watching somebody else do something.

Mr. Henderson is having his house remodelled and it will soon be painted.

John Davis is putting a new roof on his house.

Four suggestions from Phillipsdale were accepted this last month, one from Clarence Pierson, one from John Maderious, and two from Clifford Banks, one of which received a special prize of $10. $25 for one month to Phillipsdale isn't so bad!

Manuel Oliver, our office boy, received his diploma from the Providence Evening Commercial High School, Tuesday, April 17. He deserves quite a little credit for going in from East Providence four nights a week for three years. He had perfect attendance during all three years.

Ed Medbury tried to get his moving van into one of the stalls of the employees' garage during a storm recently but the roof was too low. Guess we'll have to build a special garage for him.

We welcome two more newcomers to Phillipsdale, Alexandrina Fedalgo, born April 12, and Patrick Alfred Kelley, born April 18. Alexandrina is the daughter of Manuel Fedalgo from our boiler room and Patrick is the son of Richard Kelley from our cutter room.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Will A. Evans* *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slaney*

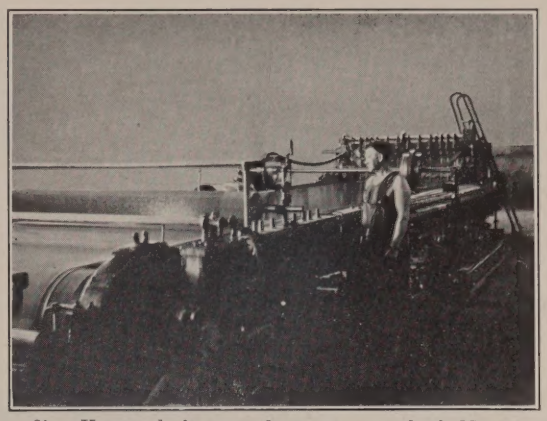
Mary Polo has been transferred from FXB to FXK.

Larry Doane is having a very difficult time trying to get a picture of his girls, all together. Don't blame the girls, Larry, it must be the camera.

The FXK girls tendered parties to Henrietta Florest and Clara Burke, who had birthdays during the month.

Robert Morse is the proud owner of a new Studebaker sedan.

William Head has changed his Franklin car for another of the same make.



Joe Knaus, looks over the new wet end of No. 4 Paper Machine

Ellsworth Fisher is out on the sick list. Here's hoping he will recover quickly.

Thomas Graney is now a member of Co. 2, Walpole Fire Department.

Bill Downing of FX1 has been taking riding lessons in Wrentham, and now takes his meals off the mantelpiece. What between training marathon runners, being a champ bowler, and now becoming a second Prince of Wales, Bill is certainly our most promising all-round athlete.

King Deviney has been learning to be a finisher in FXG, but gave it up as a bad job and has returned to the machine shop.

Howard White has been trying to qualify as a landscape gardener. Take a look at his lawn the next time you walk along Rhoades Avenue.

Bill Jackson has transferred from FX1 to FX2.

Bobby Duncan has returned to work in FXW, after having been away about six or eight months. He reports a good catch of trout a week or two ago.

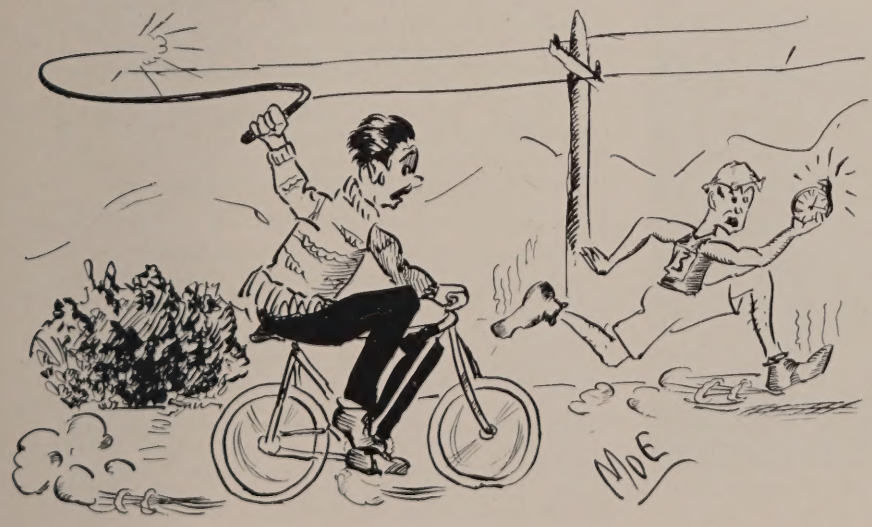
John Locke has deserted the Flivver Club and has purchased a new Chevrolet.

Harold Johnson has bought a new Atwater Kent radio.

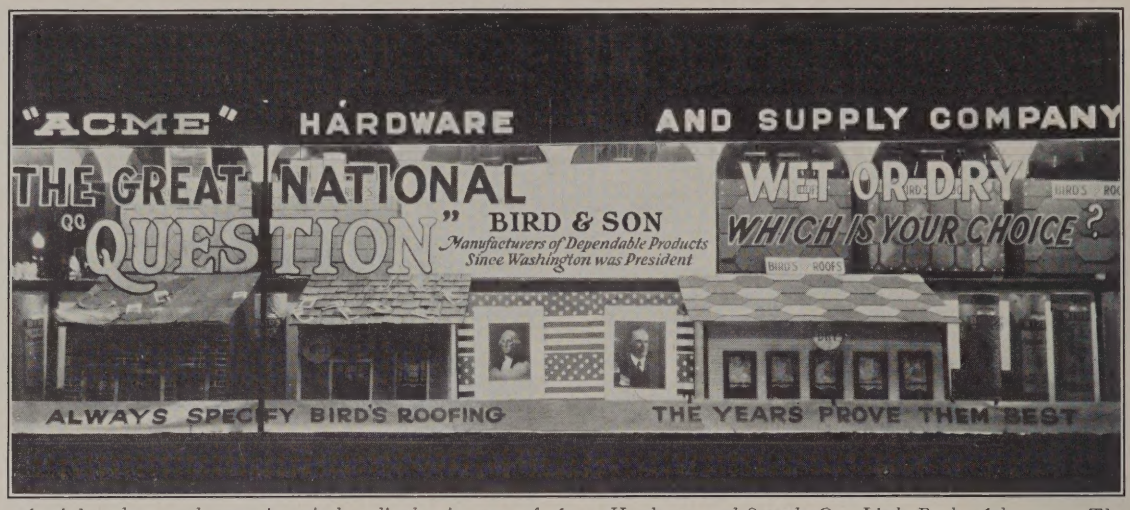
Axel Kristenson has been transferred from FXC to FXF.

John Locke, FXC, has purchased a new Chevrolet.

Herman Lauble has bought a house lot in Westwood and intends to build a home soon.



Tony Unaly, FX1, training to run in the Marathon, April 19. Unfortunately, Tony sprained his ankle and could not compete, but we show him here just the same, with his trainer, Bill Downing


"ACME" HARDWARE AND SUPPLY COMPANY
THE GREAT NATIONAL QUESTION
BIRD & SON
Manufacturers of Dependable Products Since Washington was President
WET OR DRY
WHICH IS YOUR CHOICE?
ALWAYS SPECIFY BIRD'S ROOFING
THE YEARS PROVE THEM BEST

A mighty clever and attractive window display in store of Acme Hardware and Supply Co., Little Rock, Arkansas. The Acme people have already won several prizes for displays, and we'll agree that this one, too, is a winner

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

The title of this story is, "A Very Fortunate Cat."

Lizzie, the FB cat, gave birth to three kittens, on Saturday, April 14 at 9 a. m. The attending physician and nurse, Doctor Watson and Miss Arel, R.N., report the patient resting comfortably, and the newcomers lively and much interested in things around.

John Stupek, FBFX, has broken ground for a two four-room flat located at 39 St. John Avenue, Norwood.

Walter Cyr is the proud father of a baby boy. Weight, seven pounds, and name, Clifton.

Dominick Cisternelli, FBP, has returned to work after two weeks' illness.

FPB has been on a rampage during the past month, having broken production records about six or seven times during that period.

Stanley Alukonis has received his final papers and is now a full fledged citizen.

Maurice Coughlin, a former worker in DM, and now at Fort Worth, Texas

John Ahearn, a worker in FBP for five years, has been transferred to FB night watch. We welcome James Quinlan, who comes to take John's place.

Alex Ostrun's wife has recovered from a serious operation and has now returned home from the Norwood Hospital.

Ralph Simmons has just finished reshingling his house on Cross Street, Norwood, using Neponset Twin Art-Blendes.

John Wosner has been appointed a spare machine tender on No. 1, taking the place of Helmer Fcklund, who resigned. Helmer is now caretaker on Major Quinn's estate in Centerville, Mass.

We welcome John Faulkner as a new worker in FBV.

Dave Bader has gone to Detroit, having been called there by serious illness in his family.

George Smith's new house in Norfolk is practically completed.

Walter Cyr has moved from Washington Street to Mylod Street.

Patsy Almarese has a Whippet, and thinks it is a great car. He tried to prove it to Charlie Seavey on the way to work the other morning, but Timmie Cullinane of the Walpole Police advised him that he'd better hunt another race track.

Rob Roy has been keeping his car in a glass case during the winter. The other day, it being beautiful and sunshiny, he got the bus out and brought it to work. It ran perfectly. The next day it rained, and at noon Rob showed up in the garage at FB, looking for a ride. He found one, with another worker, and a little daughter of another of the men. As he got in, the little girl said, "Why, Mr. Roy, I thought you were driving your car again."

"No," said Roy, "I couldn't bring it in today. The battery has run down."

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Mr. Shellabarger of the Shellabarger Lumber Co., St. Louis, was a visitor at the plant on Thursday, April 12.

"Bill" Wilson spent several days in the South with Little and Peterson.

From the looks of "Louie" Freeman's Office one might get the impression that he likes his women beautiful—but dumb. Someone has referred to him as the "Cardboard Lover."

Election Day wasn't as exciting, generally speaking, as we had anticipated. We didn't see any armed cars or militia.

Ed Moore, machinist in the Mill here, reports the birth of an 8-lb. daughter on April 12. Congratulations, Ed.

Mr. Banta of the H. M. Reynolds Shingle Company of Grand Rapids, Mich., was a visitor at the plant.

Gus Smith and John Schultz were on the sick list for a few days.

Earl Clark spent a few days with "Andy" Spiers in the latter's territory.

R. Budz of the Shipping Department has purchased a second-hand Nash car.

E. P. Wixted and family were in town for a few days from Kansas City.

Miss Lyndon, "Boss" of the Stenographic Department, and Henry Morman, Master Mechanic and Chief Engineer, were both on the sick list but have since recovered and returned to work.

Mr. Hird spent several days in Milwaukee and Minneapolis, and Earl Clark spent a couple of days with McNay in the Indiana territory.

We are glad to welcome "Fatty" Altman back into the Bird Family. He is now helping Scotty Calder in the Sample Department.

John Sayles' mustache is causing quite a bit of comment around the office. Some say it's red, some say it's black. But red or black, black or red, John's mighty proud of it just the same.

Mr. Parker of the Federal Supply Company of San Antonio, Tex., was a visitor at the plant on April 3.

The tennis court came through the winter in A-1 shape, and is thought to be in even better condition than ever. As soon as the weather gets a bit warmer the embryo Tildens and Lotts will be out doing their stuff.

Ben Roberts has moved into his new home in the Jeffery-Cyril Co-Op Building.

"Duke" Perrizo spent Easter Sunday with his family in Fond du Lac, Wis.

They are still kidding Earl Clark about that dash from the train to the station in Owosso, Mich., recently, clad only in pajamas. The porter forgot to call him and he awoke just as the train was pulling into the station.

"Bill" Wilson has just returned from a trip with H. M. Clark in Iowa.

Mr. D. A. Chase of East Walpole favored us with one of his rare visits and we were all glad to see him again.

FLOOR COVERING PLANT AND OFFICES
Norwood, Mass., Plant

L. J. Latham — *Peter Alexander*
Tom Rogers — *Nils Lindquist*

Dick Fournier spent the Faster holidays with his folks in Greenville, New Hampshire.

The boys in FFV extend their sympathies to Bill Foley, who recently suffered the loss of his son.

Five of the men from FFV took in the N. V. A. midnight show at the "Met" in Boston during the month, and they claim it was almost as good as the FF show held at the Bird Club last winter.

Fable from FFV, with a moral:

Mrs. Neponset lived with Nickerson, and Nick was a Corcoran son, too, well posted on all Curran events. He Daley worked for Bird, and at night slept in his Downey bed. Mortgage came due and Mr. Nuninterest called the villain. Said the villain, "Pay the money due, or I'll McHugh, and you can Gammell on that," and the way he said it was something Farris.

The villain nevertheless peeved our hero, who was Tohosky for him. Our hero said, "I'm Warren you, go easy or Dyer things will happen, and your Fownes don't scare me, either. No Fournier like you can scare me."

Our hero then paid off the mortgage by sending in suggestions.

And the moral is: Rugs may be trucked, but lining must be felt.

Howard Hewins has the best money saving scheme of FFB. Ask him about it.

F. W. Jakel's car advertises Neponset all over Wisconsin

Richard Seavey is planning on taking out a larger insurance policy, as he finds the road from Canton to Norwood is too narrow for three cars abreast.

Martin Green is building a new house on Sumner Street, Norwood.

Howard Fllis and Bill Oblaczynski have returned to work after a siege of illness.

We welcome Adam Scoot and Joseph Safronas as new men in FFP.

Spring has come. Victor Grant was seen taking off his sweater, and opening the windows in No. 1 Print room.

Flton Hamilton has purchased a new Essex coupe.

Chicago Office

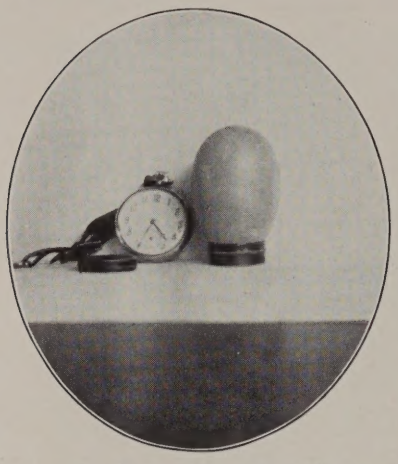
B. I. Hindmarsh — *Lillan Moe*

It won't be long now. In spite of rude interruptions on the part of Old Man Winter, the numerous golf courses around the "Windy City" where our brave citizens seek recreation from the arduous tasks of bombing, machine gunning, etc., are beginning to take on an inviting aspect. Tom Howells, already famous as a sprinter, is taking the game seriously this year and will bear watching. He even suggests that a driving net be set up in the Chicago warehouse so that he can get in some additional practice. R. W. Westcott is almost in mid-season form as a result of a week-end or so spent in the South, and Groendyke claims he had been playing all winter in Kansas City.

Rita Dignan is our new switchboard operator. We are glad to welcome her as a member of the Chicago Bird family.

Wilbur Bagley and George Groendyke paid us a visit just recently, as did Charlie Tyson of Twin Cities, who dropped in both on his way and on his return from the New York Auction, which he attended with R. W. Westcott. Groendyke said he likes Kansas City very much, especially the music in the Muehlback Grill. Bagley is having an awful time trying to keep an adequate stock at the new Davenport warehouse. Business out in Iowa must be good.

It is altogether too seldom that D. A. Chase gets out to Chicago. We were pleasantly surprised recently to have him drop in to the Chicago office. We out in the "Windy City" do not see the members of the Bird Family at East Walpole very often and when one does drop in we certainly appreciate it.



SOME EGG!

An egg layed by an 11-months pullet owned by Herman Nordstrom. It weighed a quarter of a pound, measured seven inches around the long way, was a double-yolker, and made a nice lunch for the editor, thank you

Law of Landlord and Tenant

WE continue this month the series of articles on the Law of Landlord and Tenant. The following is a brief summary of the laws regarding repairs:

Duty to Repair and Obligations of Parties.—The general rule is that the tenant, whether for years or at will, in the absence of express agreement, takes the premises in the condition in which he finds them, and that, except for fraud, he has no remedy even if the premises are unsuitable for use. There is an exception to the rule, however, in the case of the leasing of a furnished house or apartment, where the law has held that the premises must be in an habitable condition when rented, or the tenant may refuse to accept or occupy them.

If the tenant enters into possession of the premises and finds that they are in need of repair, the landlord is under no obligation to repair them, unless he has expressly agreed to do so, and the tenant is not excused from paying rent by the defective condition of the premises. In fact, the law went so far formerly as to hold that the tenant must pay rent even though the premises were totally destroyed.

Although at common law the tenant was only excused from his obligation to pay rent upon eviction by the landlord, the courts are beginning to hold in some cases, where the conduct of the landlord, after the tenant has taken possession, renders the premises practically uninhabitable, such as the failure to provide heat where required by the agreement of renting, that such a failure amounts to a constructive eviction of the tenant and excuses the tenant from thereafter paying rent, provided he first quits the premises. If he stays in possession of the premises, he must pay rent, regardless of their condition. In such a case, however, the tenant should secure the opinion of a competent lawyer as to whether or not the facts are such as would constitute an eviction before taking any action, either by quitting the premises or otherwise.

If the landlord has agreed to maintain the premises in repair or in a safe condition, he must do so, or the tenant has the right to quit the premises if they become uninhabitable, or to sue the landlord on the covenant to maintain them in repair.

Library

EVERY now and then we send a reminder through the columns of the *Review* that we have a library, because some of the newer members of our organization as well as those of long standing overlook the fact that we have a library which would try its best to serve them. To be sure, it's not inviting like "A Lady's Library" described by Addison in the Spectator, but sometimes there seems to be a resemblance in the confusion in the arrangement of some of our books, but of course without their charm. She had a heterogeneous collection on her tables and so have we.

We have books for all ages and tastes—from fairy tales to essays like Hero and Hero-Worship (for which we had a request the other day), as well as books on technical subjects and the conduct of business; magazines from Boys' Life to The Scientific Monthly.

Here are some of our additions for the past month:

When is Always	Dawson
Splendor	Williams
Hanging Johnny	Johnston
2. L. O.	Masterman
Emerald Trails	Gregory
Peggy by Request	Dell
Conflict	Prouty
Gilman of Redford	Davis
Iron and Smoke	Kaye-Smith
Colorado	Raine
Dwellers in the Jungle	Casserly
Brother Saul	Donn Byrne
Brother John	Scudder
Pluck	King
Clair Ambler	Tarkington
Red Sky	Kennedy
The Mob	Ibanez
President is Born	Hurst
Red Rust	Cannon
Ultra Violet Radiation	Luckiesh
Boiler Feed Water Purification	Powell
Psychology for Executives	Smith
John S. Sargent	Downes
The Better Country	Sharp

The forty-first number of the pamphlets, "Reading with a purpose," recommending some good books to read on the lives and work of great men in science has just been received. If this subject does not interest you there may be others in this series which will. Why not look them over?

SUGGESTIONS

WITH four months of this year's Suggestion Race passed, the contestants still remained pretty well grouped among the two and one-apiece accepted quota. Three men have had three accepted suggestions, and quite a number have had two.

But one encouraging feature is that the ideas are coming in from all departments. In this month's list all the East Walpole, Norwood and Phillipsdale Mills are represented.

The following suggestions were accepted at the April meeting:

Method of keeping sheet clean	Clifford Banks, DPP
Drawer for shipping orders at FBV	C. J. Cave, FBV
Safety lock on DF elevator	J. E. Costello, DMT
Extension on lights in DMT basement	J. E. Costello, DMT
Valve on saveall in waste water house	Michael Costello, DMW
Method of protecting samples in SP	Robert Davidson, SP
Protect tape drive belt on FXRM35	John Ford, FXR
Yale locks on all doors	John Graney, FXF
Fill in part of FFPM4 tracks with cement	H. M. Hale, FFP
Addition to mailing labels	John Hayes, SM
Distress signals at FFPM1 and 2	Ralph Hildreth, FFP
Straighten rolls in front of No. 1 and No. 2 ovens	Ralph Hildreth, FFP
Hand hole on slate chute	John Howard, FBX
Drain pipe on paint pump	John Mattson, FBM
Extend platform on finished rack at FBPM7	John Mattson, FBM
Stop on track of fire door No. 35	Herman Nordstrom, DMP
Rocker barrel stand at FBPM1	W. J. O'Donnell, FBSM
Relocate Mullen tester motor in PL	Winfred Schaier, EF
Adapter for universal chucks	Ernest Stott, EMP

The suggestion by Clifford Banks, DPP, in regard to a method of keeping the sheet clean has worked out satisfactorily, and it was given an award of $10 as it is the type of suggestion we wish to encourage.

What Shall I Suggest?

SUGGESTION notices posted throughout the plants and offices mention several lines of thought which may bring forth suggestions from Bird workers. The following list is used by the Westinghouse Electric and Manufacturing Company. They ask for suggestions on improvements in:

Apparatus, quality, cost, quantity, simplicity, reliability, packing, shipping, handling, finish, design, workmanship, material, factory and office conditions, health, cleanliness, sanitation, ventilation, order, prevention of fire, prevention of accident, lighting, power, economy, machines, tools, operations, handling of materials, storage of supplies, system and methods.

Read over that list again, and then put on your thinking cap.

Has Anyone An Older Group?

Back row, left to right: John Hays, Thomas Smith, Frank Farrell, Frank Smith, Joseph Brennan, ——— Bruce; Third row, Joe Withrow, Charles Everett, ——— Meenix, William P. Crowley; Second row, ——— Staples, Tom Coughlan, ——— Miller, Elijah Miller, George Coburn, Mike Murphy, Tom Geary; Front row, George Lewis, George R. Wyman, Scott Johnson, George Lewis, John Henderson, Clinton Bagley

THE old-time picture shown above is one of the most interesting that has been sent to the *Review* in a long, long while. It came from Frank Farrell, who is in the picture, and who was for many years a Bird worker. He is now employed by Hollingsworth and Vose.

In the picture are paper makers, machinists, yard men, shippers, and others. The exact date of the picture is not known, but it was about 40 years ago.

If any readers of the *Review* have old-time pictures similar to this one, we will be mighty glad to receive and print them.

BIRD HALL "MOVIES" FOR MAY

Wednesday, May 2—"Chinese Parrot."
Saturday, May 5—"The Lone Eagle."
Wednesday, May 9—"Gentlemen Prefer Blondes."
Saturday, May 12—"Slide, Kelly, Slide."
Wednesday, May 16—"Silk Stockings," Laura LaPlante.
Saturday, May 19—"Wild Beauty," featuring Rex, the King of Wild Horses.
Wednesday, May 23—"Sporting Goods," Richard Dix.
Saturday, May 26—"Fair Co-ed," Marion Davies.
Wednesday, May 30—"Old Ironsides," featuring Charles Farrell.

In addition to the regular evening show a matinee at 3.00 o'clock has been booked for Memorial Day, May 30.

Paramount News will be shown every Wednesday evening. Metro-Goldwyn Oddities, Paramount Novelties and Comedies will complete the programs.

The show Wednesday, May 16, will be a benefit for the "Hasseltine Girls," Miss Ruth Anderson in charge.

Card of Thanks

Gratefully acknowledging and thanking those in FFV for their kind expressions of sympathy.

Mr. and Mrs. William Foley.

Card of Thanks

Gratefully acknowledging and thanking you for the flowers, and your kind expressions of sympathy.

Mrs. Sarah O'Donnell and family.

Walpole Home Building Notes

Henri Davenport's new home on Cypress Street, Norwood

AS was mentioned briefly in the last *Review*, the Walpole Home Building Company has started a "Question and Answer" service on Home Building.

If you have any questions on any matters regarding home building, or home owning, the Company will be glad to answer them.

Send your questions to the Home Building Company office in East Walpole. The most interesting queries each month will be answered in the columns of the *Review*.

The Walpole Home Building Company has sold to Leo R. Bernier of Norwood a houselot on Woodland Road, East Walpole. Mr. Bernier will immediately start the erection of a modern house.

Stanley Crowhurst has started the erection of a six-room house on his lot recently purchased on Moose Hill Road, East Walpole.

Harold Ramsay is building a new house on Gould Avenue, East Walpole.

Agreement papers have been signed whereby the Walpole Home Building Company, Inc., sells to John A. Timmins the house he has occupied for several years on June Street, East Walpole. Mr. Timmins purchases for a home and investment.

The Walpole Home Building Company, Inc., has offered to sell to some of their tenants, on very liberal terms, the houses they now occupy. After May 1 any of these houses not sold will be offered for sale to anyone desiring to secure a house on easy terms.

Winter and Cold are as Sure as Death and Taxes

Buy your Coal Now and Save Money

WALPOLE HOME BLDG. CO. PRICES:

Stove, $15.00; Nut, $14.75; Egg, $14.50;
Less 25c per ton for cash

And we will lend you the money

NEPONSET CREDIT UNION

Veterans' Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during this month, together with the names of those employees who complete over twenty years' service with Bird & Son during May:

			Yrs.
John H. Smith	5–14–1878	Maintenance	50
Fannie Murphy	5– 1–1886	Box Shop	42
Annette Blaney	5–17–1897	Librarian	31
Albert Erickson	5– 1–1899	Floor Covering	29
Harry L. Tower	5–12–1901	Box Shop	27
John Kirby	5–16–1903	Finishing	25
Michael J. Mohan	5– 7–1907	Roofing Mill	21
Patrick Reardon	5– 7–1907	Roofing Mill	21
Paul Krucas	5–20–1907	Roofing Mill	21
Albion Gottberg	5–16–1908	Maintenance	20
Helena White	5– 8–1913	Main Office	15
Louis Kozac	5– 1–1918	Main Mill—Paper	10
A. H. Anderson	5– 1–1918	Auditor	10
William Jarlis	5– 6–1918	Paper Mill	10
Winifred Rhind	5– 6–1918	Main Office	10
Martin Flaherty	5– 9–1918	Paper Mill	10
Jeremiah Coughlin	5–10–1918	Box Shop	10
James Houlihan	5–25–1918	Paper Mill	10
William J. Ivatts	5–28–1918	Maintenance	10
Thomas Foley	5–31–1918	Maintenance	10
Jeremiah Collins	5– 1–1923	Boiler Room	5
Samuel Dunn	5– 2–1923	Boiler Room	5
Dennis Smith	5– 4–1923	Box Shop	5
John Kacinanskas	5– 8–1923	Paper Mill	5
Albert Hayward	5–12–1923	Floor Covering	5
John Corcoran	5–14–1923	Floor Covering	5
Henry O'Brien	5–17–1923	Main Mill Shipping	5
Martin Connolly	5–18–1923	Box Shop	5
Oreste Saraca	5–19–1923	Paper Mill	5
Fred J. Spang	5–21–1923	Main Office	5
	PHILLIPSDALF		
Frank Valentine	5–17–1918		10
Hugh S. Treacy	5– 9–1923		5
Steve Baron	5–12–1923		5
Henry Cameron	5–22–1923		5
	CHICAGO		
Michael Walsh	5– 2–1923		5
Harold W. Altman	5–21–1923		5

C. M. T. C. Camps Offer Vacation

AN opportunity is again offered this year, as it was offered and accepted by 39,000 young men last year, to attend the Citizens' Military Training Camp.

The C. M. T. C., as it is known, offers you a four weeks' camping trip, with ball games, track meets, shooting matches, hikes, camp fires, and all the rest that goes with a real vacation, plus a chance to learn things that will make you a more valuable citizen in the time of need.

Everything is furnished free by the Government—your rail fare from home to camp and return, all uniforms and equipment necessary, good wholesome food (and plenty of it) and any medical or dental attention needed.

The camps will be held during July and August.

If you are interested, call at the Labor Bureau, and further information will be furnished you.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins — American Twins — NEPONSET Double Twins — American Double Twins
Super Twins — Hex-Twins — Lock-Butt — Individuals
Giant Individuals

Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Universal

Building Papers

NEPONSET Black — Saturated and Coated — American — Economy — Laminated
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White — American Board

Specialties

Asphalt Felt — Paroid Built-up Roof — B. & S. Deadening Felt
Plastic Cement — Roof Coating

Floor Covering Division

NEPONSET Rugs — NEPONSET Floor Covering — NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases — NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots — Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers — Rocket Paper — Black Tube Paper — Torch Paper
Bird Wadding — Gray Index Cardboard — Felt Papers for Special Purposes

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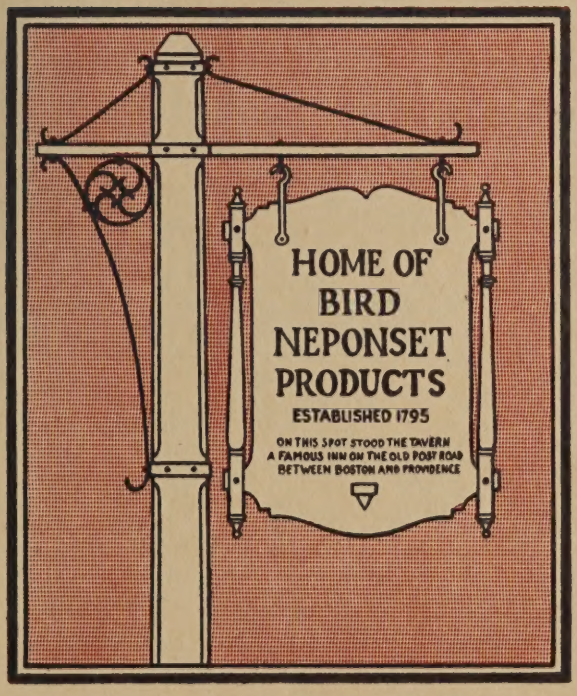
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XVI NO. 6 JUNE 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

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GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
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GEORGE R. WYMAN

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Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

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Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
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Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

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Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

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Boston, New York, Chicago

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Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, New York, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI *June 1928* No. 6

Paper Mulch May Revolutionize Gardening

Bird Workers Can Help, and Win Award, by Experimenting

BIRD & SON workers who are gardeners—amateur, "semi-professional," or professional—are going to be mightily interested in this story. Others may be somewhat skeptical, but still interested, and may as a result of reading decide to have a try at experimenting with the new "paper mulch" now being manufactured by this company, under patents held by C. F. Eckart.

Paper mulch, which is a certain kind of perforated asphalt paper, has shown itself to be, when properly used, a veritable producer of miracles in the gardening world. It has been used for many years in the pineapple fields in Hawaii with tremendous success, but it is only recently that paper mulch has come to the eastern section of this country.

Experiments carried on by the U. S. Department of Agriculture and others indicate that this new material has every possibility of completely revolutionizing the oldest industry known to man, that of agriculture. Its use on the largest of truck farms in this country is still something of a problem, owing to costs, but for the small farm, and for the amateur gardener, mulch paper seems to offer right now advantages that bear a striking resemblance to a pipe-dream.

Just what does mulch paper do? Technically these claims are made for the new product—it warms the ground, traps and holds the moisture; keeps the weeds down to the maximum practical extent, while admitting water to the underlying soil; and protects the original tilth (or cultivated soil) against the compacting action of rains.

Only One Weeding

To the gardner this means several remarkable and gratifying things. First, there need be but one weeding. When using mulch paper, the first growth of weeds is removed—and then the garden may be forgotten, for there will be no more weeds worthy of mention! To those of us who have nursed a lame and aching back for a week following a home-garden weeding spell, this indeed sounds like paradise. Second, the yield of garden plots using paper mulch have shown such tremendous increases over those not using it, that it is fair to say that you may now grow twice the crop that you formerly did in any given space.

Tests carried on last season in Arlington, Va., showed the following increases in yield, using paper mulch: corn, 297 per cent; spinach, 516 per cent; summer turnips, 200 per cent; lettuce, 133 per cent; sweet potatoes, more than double yield; celery and cabbage, almost double; tomatoes, 40 per cent; beets, more than double.

An experiment conducted with paper mulch. The tomato plant on the left was grown under mulch, while the one on the right was grown in the usual manner. Can you produce a like result?

These are only a few of the figures, as given in an article in the County Gentleman, showing the advantages to be gained in paper-strip treatment.

Before going further, it might be well to give a few directions as to the use of the mulch. Bird's Paper Mulch is made in both Plain and Improved Perforated Styles, rolls 36 inches and 18 inches wide, containing 900 square feet in either size, approximate weight 45 pounds per roll.

Two methods of using the mulch are in general use. Both are quite simple. In one case you lay down a strip of the paper, plant your seeds along the edge. Leave a space where the row of seeds is sown, lay another strip, sow another row, lay another strip, and so on. In the other case, where plants are to be grown, tomatoes for instance, you proceed as follows. Lay a strip of paper over your cultivated soil. Take a knife and make two diagonal slits in the paper where you wish to set your plant. Fold back the corners of the paper, set your plant, fold the corners down around the plant again, and the job is done.

J. Sidney Cates, in the Country Gentleman article heretofore mentioned, comments further as follows:

"The garden for paper mulching is prepared for planting in the usual way. On this prepared land the paper is spread and pinned to the ground at the edges by five-inch-top wickets of No. 10 wire (or you can use earth piled along the edges of the paper, stones, or wooden furring strips). For thick growing crops like beets, snap beans or garden peas, an open space about half an inch wide is left between the layers of paper. Eighteen-inch paper is usually used for these small growing plants.

"The seed in planted at the margin of one layer of paper, the soil leveled off, and the next layer put down. Crops planted along margins in this way will require one hand weeding and it is very important this weeding be given. The few weeds or grass seeds immediately beneath the half-inch opening will of course come up. Once up they will grow with rampant vigor, stimulated by the paper covering in the same way crops are stimulated. After one weeding, however, the planted things will come along so fast as to smother out any new weed growth.

Rain Is Concentrated

"The paper should always be spread along the contour of sloping ground. This sort of spread not only prevents rain water from running off without wetting the land, but leads the water direct to the roots of the plants where it sinks into the ground. A rain so light as to be of little or no consequence for an ordinary garden is, under the paper mulch scheme, so concentrated around the roots of the growing crop as to exert a big effect on growth.

"What appeals to me most strikingly about this paper mulch system, as applied to the garden," says Mr. Cates, "is a something of even more fundamental and practical importance than the tremendously boosted yields and protection from drought and poor germination. The big practical consideration is that by this scheme once you have planted the garden (and done the first weeding) the job is finished. I have seen many an ambitious early spring planting fall more and more into neglect as the weather grew warmer and the weeds became more and more fierce in their onslaught, finally ending in disaster and wasted early-season labor. Under the new plan spring seed-catalogue enthusiasm carries one over the first mound of early-season effort. And that's the only thing necessary. You coast all the rest of the way, arriving at the doubly fruitful harvest, without lifting a hand again."

So you see that others besides ourselves are getting a bit "het-up" over the paper mulching scheme.

But now we come to the most important part of this story. As we said earlier, paper mulching in New England is still in the experimental stage. The Massachusetts Agricultural School experimental station at Waltham is making extensive experiment with paper mulch this year. The results obtained will be of great value.

Readers of the *Review* who have gardens, be they large or small, vegetable or flower, or both, can also try their hand at experimenting, and by so doing enter the contest sponsored by the *Review*, for reports of a season's tryout of Bird's Paper Mulch.

The contest is open as of this planting season. Any employee of Bird & Son may enter. Obtain your supply of paper mulch in the usual manner. Notices regarding this have been posted on all bulletin boards.

Lay the mulch in accordance with the directions given in this story—or experiment if, and just as much as, you wish.

If you have room enough, plant part of your garden with the mulch and part without. Watch the results. Jot down the facts. Take or have taken a few snapshots showing the difference at the various stages of development and final yield. Then, at a date to be announced in a later *Review*, get your facts and pictures together, and send them in.

$5.00 For Each Accepted Report

The reports received will be submitted to Elmer H. Bartlett, Sales Manager of the Special Papers division, who is receiving similar reports from many other groups—granges, experiment stations, schools, etc., in this vicinity. For each report sent in by a Bird worker which is accepted, $5 will be paid, and the money paid for one roll of paper mulch will be refunded.

You will not be rated upon fine expression or correct English, but upon the results produced in your garden, and the fullness and value of your observations.

You will be rendering a real service, for the reports submitted will be sent to authorities who will make good use of them. You will be helping to build up a market for a Bird product. And, which is perhaps the most appealing, you will be saving yourself a summer of back-breaking work.

Usual Library Vacation Service

AS in former years the Bird & Son Library, in the Triangle Building, will have on hand booklets and maps of all kinds to aid workers in planning their vacations.

Informative pamphlets on all parts of New England and several points elsewhere are there for your inspection. These list the attractions of all resorts; names, size, equipment and rates of hotels; train fare; and in many cases automobile mileage.

If the material on hand does not answer your questions, the Librarian will be glad to obtain further information for you.

JOHN H. SMITH COMPLETES HALF CENTURY WITH BIRD & SON

ON Monday, May 14, 1928, John H. Smith completed fifty years of service with Bird & & Son, inc. Handshakes, and words of greeting and congratulation were literally showered down upon him, of course.

But it was an unannounced and unexpected reward that really took Jack off his feet. Jack, who has worked for Bird & Son longer than any other living man, exhibited all the delight of a schoolboy who has just learned of an extra vacation, when it was announced to him that he was to be given a six weeks' trip to Ireland, with all expenses for a first-class voyage paid by the company.

This announcement was made through the medium of a letter from Philip R. Allen, president of Bird & Son, in which Mr. Allen paid tribute to his remarkable record. Jack displayed this letter with a great deal of pride, and it is with his permission that we run part of it below.

"The fifty year record in itself is a remarkable record," says the letter, in part, "but the outstanding loyalty and faithfulness that you have shown in your work all these years are what we want to honor today.

"Others in the past may have equalled, others in the future may strive to equal, but we know of no one who has surpassed you in faithfulness of effort, and loyalty to the company."

Jack Smith is a remarkable man. Fifty years of service with one company has been attained by others, to be sure, but how many men could boast of the full fifty years without a day lost on account of sickness or accident? Such is the record that Jack Smith proudly holds.

It has been Jack's rare privilege to watch the growth of this company from the handful of buildings that comprised its total holdings in 1878, to the far-flung industry it is today. He has seen the coming of the railroad, the passing of the horse-drawn wagon, and the advent of the motor truck, the change in the mill's power system from water power and some steam, to all steam and then gradually to electricity.

One particularly interesting fact regarding Mr. Smith is that he was the first really young man to be hired by this company to learn a trade. Previous to his joining the force, it had been the practice to wait for someone to die or quit, and then fill his place with a trained paper maker, from nearby if possible, but if not from somewhere far afield.

Jack worked in the beater room for about 10 years, then went on outside work, unloading stock, etc. Later he transferred to yard work, was made foreman, and acts in that capacity today.

One part of his work which is quite familiar to old-timers in the paper mills, but which is probably unknown to the newer timers and those

John H. Smith

working elsewhere is that of keeping watch on and having charge of the mill water supply.

Fourteen gates, located at and below the reservoir and at the various inlets to the Neponset, control the flow of water into "our" river. As the seasons change, and the weather too, the flow of water fluctuates. This means that the fourteen gates just mentioned must be very carefully regulated—raised to let more water through if Bird Pond is getting low, lowered to decrease the flow if more water is coming through than is necessary, or if, as an emergency measure, water must be conserved.

This task Jack has carried on for many years, and never has there been the least difficulty with the water supply used by the mills.

Another of Jack's important duties is that of carrying the office of Assistant Chief of the Bird & Son Fire Brigades. The Bird brigade, while not often called upon to do actual duty, has frequently received high praise from outside fire and insurance officials and when fire has broken out, done meritorious service.

Mrs. Smith will accompany her husband on the trip. They will sail the latter part of June.

Here's wishing them the bonniest of *bon voyages!*

MOST MILLS SHOW GAINS IN ACCIDENT BATTLE

LAST month Mario Baragine of ERB read a selection in the *Review* entitled "I am Carelessness." Later he read, in a book published by the U. S. Bureau of Education, the piece which follows, which was accompanied in the book by the drawing, of which he made a very good copy.

Here is the selection:

I am stronger than the combined Hague conferences and peace meetings of the whole world.

I save more lives than all the doctors of the world—

I augment your bank account, for I am a money saver.

I save the lives of thousands upon thousands of wage earners every year—

I am omnipresent—in the home, in the mill, in the factory, on the street, on the railroad, on the sea, in the air.

I prevent mental worries, and physical pains—

I bring health, joy, happiness to the lives of all—

I make life really worth living—

I am constructive, not destructive—

I am a co-partner of Good Judgment and Common Sense.

I am a "Joy Dispenser," a "Life Saver," and a "Good Fellow Well Met."

"I am Carefulness."

Which makes a very good introduction to this month's story of progress in the campaign to make 1928 the Safest year on record. For in the Bird Mills, Carefulness continues to gain in his battle with Carelessness.

Foremost among the campaigners is the Building and Roofing Mill. The tenth of last month saw them completing seven consecutive months without a single lost-time accident, thus breaking their own record of six accidentless months, which they attained in April. And while making no promises or boasts they are out to complete the balance of the year without a lost-timer.

More power to them!

Floor Covering is doing far better than last year, their record on May 10 being two accidents as compared with six for the same period last year. Their 1927 record was not so good, but it looks like a great improvement in 1928.

The Chicago Mill is likewise beginning to make itself felt, and has now gone three consecutive months without a lost-timer, besides reducing their accident total from five to one.

Phillipsdale has a hard row to hoe. With only four accidents during the whole of 1927, and with a run during that year of five months without a lost-timer, they are hard put to better their record. But they still have a chance to at least equal it, possibly better it, and at any rate to stay well at the top among the various divisions.

The Paper Mills show two consecutive months without a lost-timer, and a better figure than last year by one. No. 2 Box Shop, while not so strong on the "consecutive" record, shows a reduction of three lost-timers.

Engineering and No. 1 Box Shop are the only ones with worse records.

THE HONOR ROLL

WE give below the symbols of those departments and their foremen, who have gone since January 1 of this year to date, May 23, without a lost-time accident:

Paper Mills

DMB	John Burke
DMC, DMH	Arthur Smith
DMP	Carl Schaier
DMT	John Curran
DMW	Victor Burrell
FXN, FXW	Harry Tower
FXT	Robert Morse

No. 2 Box Shop

FXB	
FXK	Lawrence Doane
FXP	Frank Meyer
FXT2, DVX2	Geo. Towle

Engineering

EF	Samuel Kay
EME	Frank Whitehead
EML	Thomas Graney
EMP	
EMT	John H. Smith
EMW	Andrew Urquhart
ERH	John Burhoe
ERE	Marshall Grant

Building and Roofing

PBL	Milton Beasely
FB	Office
FBB	Mike Sheehan
FBC, FBE	Herbert Jepson
FBF	Charles Watson
	Charles Seavey
FBJ	John Foley
FBL	
FBM, FBSM	H. Dresser
FBN	Robert Roy
FBP	Howard Everett
	Ralph Kolseth
FBQ, FBR	
FBV, FBX.	Dick Stoddard
FBY	Alden Boothby
FBZ	Watchmen

Floor Covering

PFL	James E. Graham
FF	Office
FFB	James Garner
FFC	Berton Seekins
FFD	Charles Bean
FFF	Clarence Hagman
FFG	Howard Johnson
FFJ	Michael Shergals
FFN	Leon Wilson
FFP	Elton Hamilton
	Sidney Taylor
FFQ	Jesse Ghen
FFS,	Frank Sutherland
FFV	S. Nickerson
FFY	Frank Sutherland
FFZ	Watchman

Review Cartoon Contest Closes—Winner Is Announced

NORMAN BROOKES of PFL, whose drawing appears herewith, was adjudged the winner in the Cartoon Contest which closed May 18. Brookes will receive a check for $5 for his prize-winner.

Elsewhere in this issue appear several other cartoons sent in by other contestants. Several of these were close runners-up to that submitted by Brookes. "Moe" Tarr, with a drawing of "Gil" Whitehead and his motorcycle, Florence Morman of Chicago, with a sketch of Mr. Bartlett, the bridge expert, and Dan Ross of FFB, with a group of drawings of various subjects, were close contenders for the prize.

Brookes' cartoon won out principally because it seemed to have a little more "snap" and to be a little better in technique, than the others. Tarr's good work is already familiar to *Review* readers. Miss Morman's sketch was remarked upon as being extremely life-like and natural, as well as well executed. Dan Ross seems to exhibit the best sense of humor. Another good drawing was sent in by Axel Kristenson of FXC. It was excellently done, but seemed to lack the "punch" to keep it in the final running.

The following Bird workers who submitted cartoons are hereby appointed as Staff Cartoonists: Norman Brookes, PFL; Maurice Tarr, EMY; Florence Morman, Chicago Roofing office; Dan Ross, FFB; Axel Kristenson, FXC; C. J. Widgery, FFD; and Gordon Wilson, FF.

This drawing by Norman Brookes of PFL wins the $5 award

You may look forward to seeing the work of these people from time to time in future *Reviews*.

The contest was successful in bringing to light several good Bird & Son artists. But there are probably others who can and would like to draw. Try your hand, and send in a cartoon! The board of Staff Artists has a few more places left!

New Safety Committees at East Walpole

TWO Safety Committees are now helping to guard the East Walpole Mills against accidents, in place of the one committee which has existed for some time past.

Men from the two Box Shops make up one committee, and workers from the Paper Mill and Engineering departments, the other. It was thought that by such a reorganization, more efficient Safety work could be done.

The Box Shop Committee met for the first time Friday, May 18, with all members present. Duties were outlined, and the problem facing the Box Shops, particularly No. 1, were discussed. The following men are now working for Safety in FX1 and FX2:

James B. Maguire, chairman; John Locke, FXC; John Barrett, FXG; Earl Hansen, FXW; Michael F. Connolly, FXF, D Floor; William Downing, FXF, E Floor; John Clancy, FXB; Frank Eisenhaur, FXP; Ansimi Nikituk, FXK; Louis Martin, FXR, B Floor; John Ford, FXR, Basement; Henry O'Brien, DVX1; John Geraghty, DVX2.

The members of the Paper Mill and Engineering Committee are: John J. Burke, chairman; Ralph Wilkins, PMB; John DeCosta, DF; James Houlihan, DMT; Lawrence Balduf, DMB; Maurice Tarr, EMY; Charles Rafuse, EMM; Austin Allen, EMW; Louis Bergstrom, DM; James O'Donnell, DMH; Tony Feeney, DMT; Victor Burrell, DMW; Daniel McDavitt, DMP; Joseph Donovan, EME; Mario Baragine, ERB; Marshall Grant, EME.

Walpole Home Building Notes

Jennie B. White has sold to Hale J. Walker of Cambridge the property at 1916 Washington Street, South Walpole. Mr. Walker is making improvements on the property and will occupy as a home.

Alfred Judway of Endean Farm has moved from 55 Washington Street, East Walpole, to the house formerly occupied by Walter Sword on Mylod Street, East Walpole.

Charles Rawson has moved from June Street to the house he recently purchased on Mylod Street, Walpole.

Arthur E. Cobb has sold to Frank Novak a new seven-room house on Gould Avenue, East Walpole.

The Walpole Home Building Company, Inc., is offering for sale a number of four, five, six and seven room houses. They are selling these houses on very easy terms.

ATHLETICS

PROSPECTS look bright for a season of bang-up baseball. A newly organized Walpole-Norwood Industrial League will send four teams into the field. This year Norwood will be represented by one team only, the members to be recruited from the various plants. Lewis Manufacturing will again bring forth their strong aggregation, Bird & Son will be the third member of the league, and the Canton A. A., always a live aggregation, will complete the line-up.

The four-team league will undoubtedly be an improvement over the more unwieldly leagues of previous years. Games will be played oftener and with more regularity. Competition will be keener than ever, for two of the four nines will be made up of the "pick of the town," while the other two, Lewis and Bird, have always been at or near the top of the heap.

First Home Game, June 12

As now scheduled, the opening games of the season will be played Tuesday evening, June 12. Bird & Son will play Canton A. A. at Canton. Bird's first home game will be on Thursday, June 14, playing Canton at the Athletic Field. This year there will be no break in the season, the games continuing until the close, which will come the latter part of August.

"Tap" Geary of DF has again been elected manager of the Bird nine. Tap's call for candidates has been answered by several new men, as well as by most of the veterans, but there still remains plenty of opportunity to make the team in any one of several positions. Bird & Son workers who are interested should see Geary, or call Al Smith in the Triangle building for details on practice, etc.

During July and August the Athletic Field will undoubtedly be the scene of one or more exhibition games between local teams and the various touring professional nines.

All in all, a mighty bright outlook for fans and players alike.

Tennis Tournaments Soon

Tennis is likewise getting up steam for another season of activity. The East Walpole Tennis Club held its annual meeting last month, to elect officers and make provisions for the season's playing.

Frank Reynolds was elected president; A. W. Smith, secretary, and L. E. Tarr, treasurer.

Club membership this year is open to male members of Bird & Son, inc., and affiliated companies, male residents of Walpole and East Walpole, of 18 years of age or over.

Two tournaments will be run this year, one, a singles, to be of the same type as last season, known as a "bumper" tournament, and the other to be a doubles.

D. A. Chase, chairman, Gerald King and A. W. Smith were appointed as a tournament committee.

Dues were set at $2.00 for the year.

It was brought out at the meeting that Mr. Bird had offered to give a silver cup or plate to the Club, to be contested for each year.

About 25 members have already signed up, and signified their intention of taking part in one or both of the tournaments. Additional members are more than welcome, and should see Al Smith, secretary, and Louis Tarr, treasurer. There are no formalities connected with joining the club.

Soccer Season Nears Close

The soccer season draws near its close, with the Bird team still in the competition for the James M. Curley Cup. A game was played on May 29, too late to record in this issue. Milliken, star goalie, was scheduled to take part in this game and will, if the team continues through the rounds, continue to defend the Bird & Son stronghold.

The Curley Cup games will be the final ones for Bird's this season. Play will start again in the early fall.

B. B. Club Benefit, June 6

TWENTY-SIX members of the B. B. Club attended the annual outing Thursday evening, May 17, which this year took the form of a theatre party, the girls going to see Mitzi. Following the performance most of the party enjoyed an informal supper before the trip home.

The June meeting will be the annual one at which officers for the ensuing year will be elected. Jessie McDonald, Ruth Koch and Anna Duffy are the nominating committee.

The Club will hold a benefit performance at Bird Hall Wednesday evening, June 6, with Maude E. Kaler in charge. The program will be as follows: Clara Bow in "Red Hair," Paramount News, Metro-Goldwyn Oddity—"Assorted Babies." The public is cordially invited.

Tickets will be 25 cents, and may be obtained from Club members.

T. N. T. Club Has May Party

THE T. N. T. Club celebrated a May party in the Clubroom, Tuesday evening, May 15. Guests were invited, and lunch served in pretty May baskets. A May queen was chosen, and dressed for the occasion. All joined in the games and dancing, and report a very good time.

Life Insurance With a Profit

ONE objection that many people have to carrying life insurance is that "you just keep paying in, and then someone else gets the money." We don't think the objection is a good one, but nevertheless it does exist, and there is a form of policy that meets it. It is the combination Savings-Insurance plan offered by Massachusetts Savings Bank Life Insurance.

Under this plan you may pay as little as $1 a month, and, at the end of ten years, get your money back—all the while having been insured for $300. If you deposit $10 a month, you will be insured for $3000, and at the end of ten years, or 120 months, you will be entitled to receive your money back. Here's how it works out:

Cash Value of Insurance	$ 330.42
Balance in Savings Account, estimated	920.00
Total	$1250.42

If you do not live to complete your deposits, your estate receives the $3000 insurance, *plus* the amount then standing to your credit in your savings bank account.

Thus, if your death should occur just before the end of the tenth year, your estate would be entitled to receive:

Life Insurance	$3000.00
Balance in Savings Bank, estimated	920.00
Total	$3920.00

Out of your monthly deposit the bank pays the premium on your life insurance. The rest goes to your credit in the savings bank account. Dividends from the insurance are deposited in your savings account. Both your own deposit and the dividends deposited draw interest. The combination of all these factors works to your benefit, as shown above.

As a matter of fact the dividends now actually being paid by the ten Savings Insurance Banks are 33 per cent greater than the dividends assumed in the foregoing estimates. The estimates also assume interest on the savings bank to be accumulated at 4 per cent per annum compounded semi-annually. (Most of the banks pay 5 per cent or more.) Thus you will probably receive at the end of ten years, a larger amount than the one given.

Savings Bank Life Insurance is under the direction and supervision of the Commonwealth of Massachusetts. Ten Savings Banks throughout the state have established insurance departments.

We believe the Savings-Insurance Plan to be an unequalled opportunity for a man or woman to provide protection for his or her dependents, and at the same time to save money.

A representative of the State, Mr. Grady, is now going through the various departments. He will be glad to explain Savings Bank Life Insurance to yon.

Spring Is Here!

... And ...

The Review's Annual

Vacation Picture Contest

Is Under Way!

Pictures will be divided into groups, the same as last year

PRIZES

$2.50 1st in each group
$1.00 2nd " " "
$5.00 special award, best picture of all

RULES

1. Pictures must be taken by a Bird & Son worker, still employed by them at the close of the contest, Sept. 15.

2. Every picture must be marked with the name of the person who took it, and a full description of the snap.

Law of Landlord and Tenant

WE continue this month the series of articles on the Law of Landlord and Tenant. Previous articles have dealth with the various kinds of "tenancies," the provisions of leases, some of the clauses which should be included in leases for the protection of both parties, duty to repair and obligation of parties. An employee wishing a copy of the booklet from which these articles are taken, may obtain one by applying at the Labor Bureau.

This month we give a brief summary of the law regarding liability for accidents:

Liability for Accidents.—In the case of all forms of tenancies, where the tenant is in full possession and control of the premises, and there is no agreement in regard to repairs or as to the liability of the landlord, the landlord is only liable for injuries suffered by the tenant as a result of defects in the premises of which the landlord knew or should have known, in the exercise of due care, and which defects were not apparent or called to the attention of the tenant.

If a portion of the premises are in the control of the landlord, such as the halls and stairways, the landlord is liable to the tenant, in the absence of agreement to the contrary, for any injury suffered solely as a result of the landlord's negligent failure to maintain that portion of the premises in repair.

If the landlord has agreed to repair the premises or maintain them in a safe condition, he is liable for any repairs done in a negligent manner, unless they are made by an independent contractor for whose acts he is not responsible.

As regards liability for injuries suffered by third persons, the general rule, in the absence of agreement between the landlord and tenant, is that the party in control of the premises, whether landlord or tenant, is responsible for injuries suffered by third persons on the premises by invitation, express or implied, as a result of the negligent failure to keep them in repair or to warn the third persons of the defects in the premises.

Where injuries result from snow or ice upon the leased or rented premises, the law provides that notice of the claim of injury must be given to the occupant of the premises within thirty days after the injury.

RECORD CROWD OF OVER 500 OLD TIMERS ATTEND ANNUAL MEETING AND BANQUET

THURSDAY evening, May 3, witnessed a meeting of the Bird & Son Old Timers' Club that was in many ways a record breaker. Nearly 500 members and guests sat down to dinner at 6 o'clock, and before the entertainment had started, late-comers had swelled the number to well over 500, more than had ever attended an Old Timers' meeting.

The top floor of the Maintenance and Storage building had again been transformed into a charming banquet hall. Bunting, flags and flowers radiated good cheer. Soon after 6, the members began to arrive, spending the time until 6.30 reviewing old times, renewing old acquaintances and making new ones.

At 6.30 the chicken dinner was served, and was well received by all. Parky Rogers' Orchestra furnished music during the dinner.

After the tables had been cleared away, the retiring president, Carl Schaier, took the floor to conduct the business meeting. The following officers were unanimously elected: President, Philip R. Allen; Vice-President, James E. Smith; Secretary, May Gardner; Directors for three years, Thomas G. Henderson, Herbert H. Miller; Director for one year, Thomas M. Graney.

Mr. Allen, the newly elected president, then spoke briefly, outlining the advantages of the Club, and relating several recent experiences that went to show what others thought of Bird & Son. He promised the members a real "old-time" meeting for next year.

Mrs. Charles Sumner Bird was elected an honorary member of the Old Timers' Club, and in a gracious word of acceptance, thanked the members for the honor, and also expressed deep appreciation for the bouquet of roses sent to her by the organization.

Herbert H. Miller, as chairman of the entertainment committee, then introduced the speaker of the evening, Captain Irving O'Hay, and another record was broken. Seldom, if ever, has a Bird & Son group shown such evident enjoyment and appreciation as was accorded Captain O'Hay.

The chairmen of the general committee having this affair in charge were: Stephen W. Smith, nominating; Eli L. Chamberlain, banquet; Herbert H. Miller, entertainment: Michael J. Hawkins, reception; and Benjamin D. Rogers, chairman.

The invited guests were those with 40 years' service and over, those whose tenth anniversary falls during this year, and those whose fifteenth, twentieth, twenty-fifth, thirtieth, and thirty-fifth anniversary are in 1928. They were:

1878—John H. Smith, William P. Landy. 1879—John M. Smith. 1880—Thos. P. Maguire. 1881—Maurice Ahearn. 1882—John H. Maguire. 1883—James J. Geary. 1885—Elmer H. Bartlett, Richard C. McCabe, James F Smith. 1886—Fannie Murphy. 1887—Aaron Rhodes, George R. Wyman, Mary Friary. 1888—Rose Friary. 1898—Henri Davenport, Emanuel Johnson, Eric Anderson, Andrew Mannimon, L. L. Thompson, Philip R. Allen, Florence E. Holmes.

1903—Gustaf Johnson, Patrick Hessian, Halburton Dobbins, John Kirby, Walter Sword, Jr., James Hadden, John Eppick, Eric Johnson, John Davis.

1908—John S. Mattson, Joseph Sinkovitch, Joseph Smith, Albion Gottberg, John Folan, John Graney, Michael Coyne, George Stone, John Wilkes, Louise McFarland, Lewis Walter, J. S. Robertson, Wilbur C. Fay, Frank Whitehead.

1913—Wienciente Dauksevicz, August F. Linde, Patrick McNulty, John Grusacki, John Leston, Joseph J. Rosevitch, Helena White, R. H. Sherman, Patrick McDonald, John Lydon, Patrick Costello, Michael Costello, Leroy Fullerton, Ethel M. Clark, Mary B. Foley, Michael Curran, Ludwig Anderson, Joseph P. Farrell, Fergus Christie, Thomas O'Holleran, William W. Wilson, Charles E. McEachren, Andrew B. Spiers, Harry C. Prinzler, Bryson J. Overholt.

1917—Paul Sansone, Tony Simkus, Andrew O'Malley, G. W. Baker, G. L. Smith, Maurice Sullivan, Helga Peterson, Annie Poznec, Samuel Kay, Thomas McColgan, John D. Hurley, Victor Burrell, Peter Didicks, George E. Smith, L. M. Pratt, Marion A. Tolman, Wilmer C. Wiggin, Guiseppi Lingo, Nunziante Famiglette, Frank Mori, Jack Carroll, Pasquale Santora, Anna M. Roundy, Andrew Alexander, William Calder, Antone Ecklund, Ernest Grosscup, Della Lyndon, Wallace Stafford, Louis Droege, Herman Kleinow, Harry Cunningham, James Blessing, Ed. Healy, Joseph Perry, Helen Oldham.

1918—William E. Hale, Joseph Donovan, Donald A. Chase, Charles D. Rafuse, George Eisner, Everett E. Gillis, Helen M. Johnson, Hope C. Spiers, Konstanti Bartaska, Helen Goldberg, Arsene Marchand, Billy Sebel, Mike Renchuk, John Stupek, Andrew Stupek, J. J. O'Leary, Ralph E. Nutter, Joe Adamonis, Marco Michienze, Marion F. Smith, Enrico Macchi, John J. Conley, Anthony Capachin, Otto Mannimon, Carlo Giametto, James E. Quinn, Antonio Antonelli, George Polumbo, Arthur Sprague, Eugene L. Connolly, Mary Driscoll, Mary Hickey, Joe Campaignio, Herbert Badger, Olive Burke, Ernestine Campbell, Michael O'Malley, Louis Kozac, A. H. Anderson, William Jarlis, Winifred Rhind, Martin Flaherty, Jeremiah Coughlin, James W. Houlihan, Wm. J. Ivatts, Thomas Foley, Ben Muchyn, Vincent Grudinsky, Alfred N. Maier, R. E. Hill, Clarence George, James Girard, John M. Rodriques, Frank Valentine, George Hawley, Ellen Ahlman, Joseph Treconis, Arthur V. Wilson, Felix Glebus, Catherine Brady, James Duda, Walter McDonough, Louis Maida, Adolf Stickinger, Herman Nordstrom, Charles Flower, Louis F. Tarr, Kenneth G. Rouillard, Emil Sigmund, Gatano Nanni, Rose McKenna, Mike Finizie, Erich Gach.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Fred J. Spang *Margaret Breen*
Margaret Poff *Margaret Owens* *Edgar Tarr*

"Chick" Campbell of AM strutted into the office on the morning of May 9, and announced the arrival of a baby daughter, Eleanor Mae; weight, seven pounds and ten ounces. "Chick" went down to the hospital during the noon hour and told his daughter that she couldn't go out tonight.

Anna Roundy left recently on a month's trip to Seattle, Washington.

Rose Chaffee and sister, Madeline, who works in FXF, decorating a bench at the entrance to the Park

"Davvy" Davenport now has his new Buick Sedan.

"Winnie" Rhind was the pleased and surprised recipient of a string of crystal beads on May 6, her tenth anniversary with Bird & Son. They were presented to her by the members of her department.

Gladys Duncan won a prize at the "Tent" in Boston recently, in singing contest.

Gerald Sheehan is now a full fledged salesman, and goes out on the road accompanied by the best wishes of all his friends in the office.

Alice Connolly's well-known Ford has been replaced by a Chrysler.

A very pretty shower was tendered to Josephine Driscoll at her home on Beach street, May 8, by her friends at Bird & Son.

Those of CF express their sympathy to Gerald King and Bertha Kenally, in their recent loss of members of their family.

Anne and Alice Keliher are both out sick, but we hope to see them back again before very long.

Eva Gifford and Betty Lamore have returned to work.

PAPER MILLS

East Walpole, Mass., Mills

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Chemist H. T. Barker of the Laboratory is branching out in a side line by planting an acre of corn, carrots, and other vegetables for household use, on his farm at Mansfield. He figures on spending his summer evenings loading produce trucks for the market.

Arthur Doderer of No. 5 Machine has been confined to his home with a bad cold.

James Geary visited Pittsfield recently to attend a convention there.

Dan Jones has bought some kind of a new-fangled rule. It must be a good one, for no one can read it but Dan himself.

Roland Johnson has all the equipment of a first class "Lab," and expects to show us a few things soon.

Martin Flaherty is receiving congratulations on the birth of a baby daughter.

And while we are on the subject of new arrivals, we must mention a boy who came to Harvey Batten's house during the month. Harvey didn't tell the boys anything about it for some time, but the news finally leaked out, and he was duly congratulated.

The stork called at the home of Jim Maroney early on the morning of the 14th, and left a 10-pound spare watchman. Congratulations!

Clarence McLasken recently demonstrated that he has another trade, when he shinned up John Maguire's flagpole to fix a rope. If you need any flagpoles shinned, or chimneys clumb, call on Clarence.

Malcolm Haskell, PL, now makes his weekly trips to Boston in the new Buick coach he recently purchased, and says he beats the New Haven all hollow.

Warren Kumblad, a part-time worker for the past two years in PL, will receive his B. Ch. E. degree from Northeastern University, June 20.

The following bit of conversation was overheard while Miss Smith was explaining a symbol to the new office boy: "Oh L, that's the Library."

Certain parties in the mill are taking up a collection for John Curran. The money raised will be used to buy a compass, signal rockets, radio sending set and other paraphernalia to help John find his way to places more than five miles away from East Walpole.

Mike Novak, DMC, has purchased a new house, now under construction, on Gould avenue, East Walpole.

Pietro Cisternelli of DMH, and Miss Julia Troiano are to be married on June 3. They will live in the Sansone Block, East Walpole. Best wishes to both of them!

After his recent consumption of a large ham and a couple of dozen eggs, Tom Donahue of DMT now claims the ham-and-egg championship of Norwood, and challenges all comers.

DMT welcomes Bill Poulousky. Make yourself at home, Bill.

As we go to press we learn the sad news of the death of John Hennessey, on May 26.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Maurice Tarr is now the more-than-proud daddy of a boy, Allan Maurice, born at the Norwood Hospital, Monday, May 21.

Nor is Maurice the only proud papa, for Mr. and Mrs. Mario Baragine were also presented with a son, Clement, born April 28.

We all know that the dog is man's best friend, but when a fellow has to go and pay bail to get said friend out of the jug—well, we are inclined to question it. John Bache had the unique experience the other day of having to bail his French bull pup out of the lock-up after the cops had found him wandering around, and put him away to cool.

This is an open challenge, boys, but be careful, and think

twice before you jump at it. J. H. McNeeley and Ed Geraghty have been doing their stuff with the cross-cut saw, and any champ or near champ who thinks that he can beat their time is invited to step up and try. Competition will be for cigars, or for anything the challengers wish to name; the title-holders are not particularly interested—as long as they get rid of the tough old elm now on view at Day street.

George Wallace entertained the officers and men of the 13th Regiment to a little bit of "Scotch," at the Hotel Brunswick the other evening.

Win Schaier has traded in the Lizzie for a Reo and Joe Sheehan, EB, is now right in line with a new Essex sedan.

Another even too late for us to record in the last issue was the marriage of Michael Curran of ERB and Miss Connolly of Boston at the Cathedral of the Holy Cross, on April 29. Mr. and Mrs. Curran are now living at 95 Broadway, Norwood.

Roy Gardner has a new Atwater Kent Radio.

Ludwig Anderson is building a garage. We think it is for a Nash.

Wilbur Fay is now off on his long-waited for and looked-for fishing trip.

Charlie Rafuse is not Scotch, but he likes to get the most for his money, and always buys the Globe on Fridays, when it has a half-a-hundred or so pages.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*

We are glad to see Jimmy Girard and Adam Pietroszko back again after short periods of illness.

John Hall has been playing fireman lately, saving his house from the forest fires out in the wild part of Seekonk

Darrell Richardson has just returned from serving a term on the jury. How does a man with a name like that get by on the jury?

Our new five cylinder thickener is practically installed and will give us, we expect, greater capacity on the machine.

Manuel Neves had a lot of trouble recently trying to explain to a salesman in a Providence paint store just what kind of paint he was trying to get. He wanted cream color and asked for dark white. After he got home he found that he did have white.

Jimmy Blessing has purchased a new home on the Brightridge Plat.

Ed Healey asked for a few days off and when he came back he told us that he and Miss Catherine Lynch of Fall River had been married on April 26. Our foremen should be more careful how these men are let off.

We have started a new "restaurant" in the Brigade Room where we may get sandwiches, pies, and cakes provided we have a good United States dime. "Beater room" money doesn't seem to work in the machine.

We had two new arrivals this month. Lillian Moura, born May 2, daughter of Joseph Moura in the cutter room, and Edward Fernandes, born April 30, son of Antone Fernandes, one of our shippers.

Red Harrington now rides in a brand new (to him) 1924 Dodge sedan. We imagine this might be quite a relief after riding in the Star that he used to twinkle in.

We welcome this month Raymond B. Catalow, who has started with us in the boiler room, and Henry Lada, who has started with us in the cutter room.

The cooks of the "Gordon Highlanders," a Scottish regiment in the World War. Henry Gibb of DP is on the extreme left of the back row

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Will A. Evans* *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slaney*

The Fibre Case department of FX1 hung up a new record the week ending May 3, with a weekly scheduled production of 650.6 tons. The previous record was made April 29, 1926, and was 646 tons.

Ansini Nikituk is the proud father of a baby girl, Anastasia, weight 13 pounds.

FXK is now all dressed up in a new coat of paint.

Paul Perseliene, FXC, who is out on account of accident, is well on the road to recovery now, and we hope to see him back before long.

John Grusaki was out for a few days with the grippe, but is back on the job again, feeling OK.

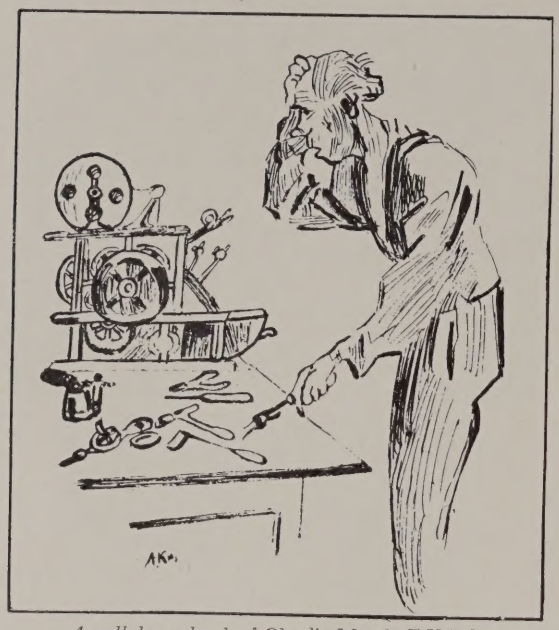
Louis Rossi, who sustained a broken knee in FXC, is now able to get around on crutches.

Philias LaLiberty is sporting a new Moon.

Orville Spinks is out sick at the Norwood Hospital.

John O'Donnell is back at work after an operation.

Mr. and Mrs. Ralph Farris are the proud parents of a baby boy, Ralph Howard, born at the Norwood Hospital, May 4.



A well done sketch of Charlie Mutch, F XC, by Axel Kristenson

Bob Duncan appeared at work with the first straw hat of the season at the New Box Shop. He is also raising a spring crop on his upper lip.

Harry Tower is planning his annual pilgrimage to the wilds of Maine, to catch the big ones that abound in the lakes. We wish him luck.

George Holland has purchased a brand new Essex. He must find trouble parking it, for he has been warned to stop blocking the alleyways.

Harold Higgins was out for a short while for a minor operation.

Best wishes for future happiness to Andrew Blazic and his bride!

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

George F. Smith is building a new house in Norfolk.

At this late date, when horses are become extinct, in this part of the country, at any rate, Commodore Driscoll has just learned that when harnessing a horse, the breeching does not go over the head.

John Ahearn is at the Norwood Hospital, but we hope to see him again soon. During his absence his tour of watching is being done by Arthur Duncan.

John Buonopane is now driving a Ford roadster with a truck body attached.

FBF welcomes Mrs. Amelia Palevick and Jacob Bitar, who are back with us again.

Tony Kapacz is a new worker in FBF, who also gets a welcome.

Antonio Lacivita has been transferred from FBM to FBE.

Fred Reed has bought $50 worth of automobile.

Roy Packard arrived at FB recently with his faithful Henry all rigged out in a new spring coat.

John Olson has returned to work after a brief illness.

Constantine Bartaska, better known as "Gus," has purchased a double-barrelled shotgun, his idea being to shoot ducks from the motorcycle.

Friend Harry Bellew came to work one Monday morning in a newly renovated pair of overalls, but he suddenly discovered that they were not so good in the pinches. Whereupon the genial Pat Tracy declared that what was needed was not so much renovation as alteration.

Tom Smith has announced the birth of a nine and a half pound son. Both mother and son are doing nicely. Congratulations!

Louis Currier, our versatile actor on No. 1 Machine, informs us that he is engaged to a young lady of Providence, and says that he intends to be married soon, but as yet has not told us who his future wife may be.

Those who are considering the purchase of a car may do well by engaging the services of Ed Lincoln, who has had extensive experience in looking over cars, to find a suitable substitute for his present Ford.

"Jock" Graham has planned a fine week-end for the week of June 3. Saturday he attends, with other members of the Bird Club, a banquet at Crescent Park, R. I. Sunday he has agreed to pilot a party of Scotchmen and near-Scots to a soccer game in Tiverton, R. I., where the Rangers of Scotland meet an American team. He is going to take Jack White along so that he can explain the fine points of the game to Jack.

Howard Everett is still painting, and reports progress.

Malti Cuccido is busy making cement blocks for his new house on Summer Street.

Matty Phillips of FBQ has had his Maxwell painted a "Packard Gray," and claims it has increased his speed.

Gus Mauritz ran into a stalled, unlighted car one morning about 3.30 on his way home from work. Fortunately he was not hurt, but his Chev suffered considerably, as he broke both front springs and his front axle. Somehow he was able to locate a Chev of the same vintage, which had been discarded. From this car he appropriated parts for his disabled boat. He is now able to go home without being seasick and having a headache from the noise and vibrations.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

The safety record for 1928 shows quite an improvement over the same period in 1927. Last year we had five lost-time accidents for a total of 92½ days. This year we have only had one lost-time accident for a loss of 7 days.

Harold Altman has disposed of the old "Chev" and is now driving a new Pontiac Coach.

Myrtle Mooney has just been employed in the Sales Department to do sales promotional work, and we welcome her into the Bird Family.

Mr. Swift of the Forreston Sheet Metal & Roofing Co., Forreston, Ill., was a visitor at the plant for a few hours on May 17.

Four of the young ladies in the office, the Misses Scott, Johnson, Kelly and Thompson, have come down with permanent waves recently. Looks like there's going to be an epidemic of them in the offices here.

John Sayles evidently got tired of being razzed about his mustache and his upper lip is now unadorned for the present.

C. George, No. 2 Machine Foreman, is still confined to his home with pneumonia but we understand his condition is considerably improved.

Both No. 1 and 2 machines have run continuously on several days recently, and there have also been some production records broken, which speaks well for the efficiency of the plant.

C. T. Torrey was arrested while going through Maple Heights the other day. He claims he was doing only 25. There ain't no justice.

The Horseshoe Season opened officially on Wednesday, May 9, for the office division, the first match being between Hird and Brandau, Clark and Hanna. Hird and Brandau took three out of four games. Earle Clark won the distinction of pitching the first ringer. There was a total of 22 ringers in the four games, Brandau getting 9, Hird and Clark 6 each, and Hanna 1.

Miss L. Moore of the Accounting Department was the first to take her vacation this year, spending one of two weeks at home, and reserving another for later in the summer.

Ann Kelly, Sales Department, and Harold Weiss, mail clerk, were on the sick list for several days.

John Sulzer of the Fort Wayne Builders Supply Company, Fort Wayne, Ind., was a visitor at the plant, Thursday, May 10.

Henry Morman and John Matcha bowled in the Herald & Examiner Tournament recently. Morman was high man in the Class "C" Singles.

E. P. Wixted, our Kansas City salesman, was in Chicago recently for his mother's funeral, and we had word from R. E. Hill that his sister passed away on May 2. Our deepest sympathy is extended to both in their bereavement.

The Tennis Season was also officially opened with Hird and Schreen playing Roberts and Clark. Roberts and Clark were the victors in this opener. The scores: 6–4, 10–12, 4–6, 6–3 and 6–2.

We hear that "Ab" Dobbins of Grand Rapids has a new Dodge Standard Six.

Tournaments are being arranged to include members of the Roofing and Floor Covering Divisions in Golf, Tennis and Horseshoes, with prizes for the winners being donated by Mr. Hird. The first golf match will be played at the Hickory Hills Club on Saturday, May 26.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

L. J. Latham — *Peter Alexander*
Tom Rogers — *Nils Lindquist*

Ralph Wight became the proud father of a baby girl, born May 13.

Jim Graham, PFL, also announces the arrival of a young lady, who also arrived on May 13.

Robert Ross, FFB, swells the list with another girl, Kathleen, born May 1.

And Bartley Clancy, FFV, is the proud father of a baby boy.

Dominick Angelo, FFV, is back from the "old country."

Warren Dyer is now driving a Flint sedan.

Al Winslow has a new Essex coach.

Keddy has returned to work after a heavy attack of the "flu."

We welcome Hugh Rogers as a new man in FFP.

Edmund Wenstrom, FF messenger, has been transferred to FFSM.

David Boyden has been transferred from FFSM to FFM.

Ask Frank Sutherland to say "Clark Truck Lift-Tractor." His best effort to date is "Clark Truck Track-Lifter."

Walter Sword of FFM has become the printer's devil for FFP.

Anyone interested in spending their vacation at Palm Beach or Bar Harbor, and wishing to sport the latest in men's furnishings, at an unheard of price, order through Ira Treen, General Agent, New England territory, for the Standard Clothing Co., Chicago, Ill. Mail orders given prompt attention. Satisfaction guaranteed.

William Walker has purchased a new (?) Ford. Taxi rates between South Norwood and FF have taken a large drop.

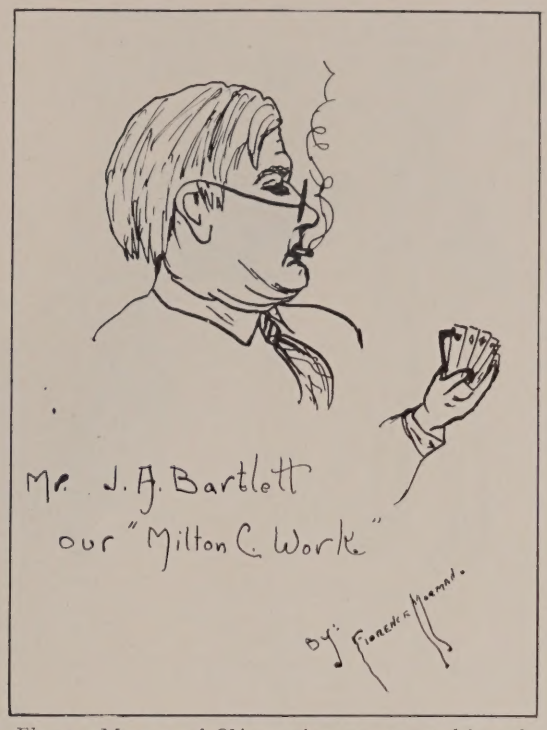
Ben Sodergren, FF's big boy, was drawn for jury duty, beginning May 28.

We hear that Lester Evans, the Oakdale Fire Chief, is walking to fires now, and using the Toonerville Trolley to get to work.

This same Mr. Evans has traded in his old ice chest for a new Socold refrigerator.

Nils Lindequist is taking a fishing trip to Newfound Lake, N. H. We will all be prepared to hear about the big one that got away, when he returns.

The own-your-own-home movement is going strong in FFM. Ira Godding has bought a lot, and will build soon, in Norwood. Lyman Small is to be a home owner in Walpole. George Bigelow has bought a house in Westwood.



Florence Morman of Chicago gives us a true-to-life study of a man about to make six no-trump, doubled and redoubled

Peter Alexander, FF poet, breaks out in song once more.

Bird's Rugs

B means the Best of quality, in everything that's made
I means Insured smoothness, whenever it is laid
R means Reliability, whenever you deal with Bird
D stands for Durability, in the full meaning of the word
S means Satisfaction, as the product wears so long
Do not fear to deal with Bird, you can't possibly go wrong.

CHICAGO OFFICE

B. I. Hindmarsh — *Lillan Moe*

This month's news from Chicago comes in the form of a letter to Hezekiah, the Office Goat of the *Review*

Dear Hezekiah:

Since the Pennsylvania Railroad, together with the Boeing Air Transport Company, has announced forty-eight hour passenger service from New York to Los Angeles, it behooves us next door neighbor goats in Chicago and Wall Pool to get closer together before we are behoofed. Us goats are just like privates in the army, but the privates used to get the buck passed to them once in a while but we are the back bone of the business anyway, but not many people besides us knows it, huh, Hezekiah. And say, did you notice how many buts I put into every sentence, but that ain't nothin' to what I been doin' to peoples' business.

Why here just a week ago that fellow Tyson from St. Paul (you know St. Paul the suburb of Minneapolis) came down to Chicago and drove right up to the office in the nastiest Lincoln sedan you evere saw. (Editor's note: The editor discovers that the author has a speedy Chrysler 72 that he thinks would have no difficulty keeping up with, or passing, the Lincoln), and reported that business was a bit quiet. When it picks up he's going to help Ford finance his airplane business.

Yes and while McEndy had a lot to say about this cross

Dan Ross of FFB catches the spirit of a familiar scene at FF

country Derby of C. C. Pyle's, McEndy didn't seem to have any bunions—on his feet at least. He drives a nice new Buick.

You know Hezekiah, I was wondering why in the world Westcott had his office moved from up in front clear to the back, but I believe I know now cause during this past month Ton Howells has been getting swamped with business every now and then and what all he trys to load on the elevators and ship away is nobody's business and I just believe that maybe the Boss thought he hadn't better be too close.

But here's a good one on the Boss, Hezekiah: He got a hot lead that some Bedding House wanted to job floor covering and so he hopped along over there and found the weather rather warm so he sold some 910's—that cool gray pattern. Not a bad idea for warm weather insomnia. Another advantage of Bird's rugs as bedding is that whenever you wear one out you can take it to your dealer and get the wax back.

Then too, if you like music to put you to sleep, you can always find a few bars on an 861 and some of the rug border looks so much like oak flooring you can always get a chord or so—Chopin or Sawyer own.

Well, anyhow, now that sawing wood has come up, I'll have to break down and confess that about everyone in the Western Division has been doing that, why even little Rita out there at the telephone switchboard claims that if all the plugs she puts in the board every day were tobacco there would still be a couple of coughs in a carload.

Groendyke though says he doesn't think it's so much a cough in a carload as it is a headache in a carload. The carloads are all right themselves but it's such a headache getting them.

They say Art Kent and family are enjoying Texas again and that Kent is getting back into the old-time golf form. He should he's so near the Golf of Mexico. Not that Mexican Gulf is so good, but that it's all wet.

Say Hezzie, Tom Creden came in the other day with the best bunch of food for me. If there's anything that makes me look prosperous its to brouse about on some nice juicy orders and that's just what Tom had lots of nothing else but. Oh, yes, he had that same smile and that same "It" and oodles of optimism for what's in store in Michigan.

Hezzie, you know Ralph Keeler was always a good judge of character. He could surely tell you what's what about the Human race and so on Derby Day at Louisville he didn't see why he couldn't pick horses like he could pick convincing sales talk for his dealers. Well it happened that in one race the horses were running very close together and while Keeler's choice had the legs it seemed that the horses in front were so closely bunched that Keeler's horse couldn't get through. What did Keeler do but put down some 783—that's passage cloth—so the horse got by all right. Now you tell one.

Oh and the Fair Sex, Hezekiah,—them Chicago girls has been getting better and better looking all the time—and the inevitable heartbreaking follows—so Irene Griffin heads the procession down the center aisle early this fall. Yessir, Robert Phipps is to be the groom, Irene, we wish you well.

One reason the girls are looking better is that Hank Hagenbuckle is now nearer at hand. Every time Hank gets a new suit he has to come into the office. He is going to try to get back for the World's Fair in 1933. We were all glad to see him a week or so ago. He came over in company with a big Neponset Floor Covering and Rug Border man from Detroit. There are two big Hanks in Detroit now, and one just left.

Chile Allen spent a couple of years on a sugar plantation in Cuba before coming with Birds—doubtlessly that's why he's such a sugar daddy to Dallas, and such a sweet salesman for that Oklahoma and Northern Texas trade.

The Spirit of St. Louis may be all tied up in the Smithsonian institute but right now the Spirit in St. Louis is the way those dealers are putting in Neponset window displays. Leave it to Sam Reid to see the boys sold on the warm racket.

The World's Fair in 1933 seems quite a long way off but the Chicago Smith Brothers—W. K. and F. P. have a bet. W. K. says he will have 1400 buildings lined with Bird's Jaspe for wall board, ceilings, and the like, while F. P. is going to get the contract to put Neponset uniforms on all the athletes—the colors are so fast—and 551 and 3005 are reported to sell fast, but the Chicago boys really can't say because the mill never ships enough of the good patterns at a time to really see what's what.

Hezzie, did you notice Jakel's auto cover in the last *Review*. It's just little things like that that make Neponset the fastest selling felt base in a community where everyone asks to see the floor covering that has a "sack on the back."

But you just watch Battle. Now that there's a bill been passed to spend millions and millions for flood control he avows as how he's gonna have flumes, spillways, aqueducts dam things lined up with Neponset—it's waterproof. Why not, ed?

Do you remember the Memphis Blues—that music has done passed out—cause it's from now on over you've just got to watch Memphis boom and lots of that boom noise must have a solid foundation—Yea, Neponset—huh, Knapp?

In Political circles they say the farm vote will swing the election. We're betting on Bagley to swing a wicked pencil out there in Iowa and cover the state with bills of Neponset whatever happens to the McNary-Hagen bill.

Well Hezzie, it's fodder time now and the fodder I go the funnier I get so what can I do besides eat the cans in this sentence? Write me something to eat so metime, Hezzy.

Obadiah,
The Chicago Goat.

P. S.—Hezzy, why is a Bird's Rug like a kid curler? You never wear one out. Heh, hey, no end.

Cards of Thanks

We wish to thank the firm of Bird & Son, those on No. 3 Machine, those in FFM, and also the many other friends whose kindness in our recent bereavement will be long remembered.

Mr. & Mrs. Walter Sword and family.

I wish to thank all those who were so kind to me during my recent bereavement.

Mrs. Catherine Hennessey.

Michael Curran, ERB, wishes to thank his friends for the many fine gifts he received.

LIBRARY

OUR different departments when seeking a solution of the numberless problems which arise during the year ought to find material in our library which will prove of considerable assistance. Our books, pamphlets, patent file, magazines and clipping files, our membership in various associations, which furnish information on innumerable subjects, could be consulted more frequently to advantage as here will be found at least a nucleus about which to work. The production department, as is natural, makes the greater use of what we have acquired, but we know that other departments can profitably spend a period in our library.

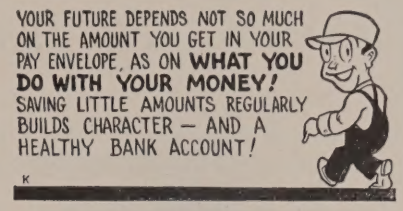
Perhaps there is to be an investigation on some department of management and production, then many of our books may offer a solution. A list of a few of them followst not new but tried and well estimated, perhaps may be termed "classics" among their class:

Foreman and His Job	Allen
Practical Foremanship	Gardner
Increasing Production and Decreasing Costs	Carpenter
Profit Making Management	Carpenter
Production Factors	Church
Science and Practice of Management	Church
Factory Organization and Administration	Diemer
Fundamental Sources of Efficiency	Durell
Efficiency	Emerson
Twelve Principles of Efficiency	Emerson
Industrial Leadership	Gantt
Work, Wages and Profits	Gantt
Psychology of Management	Gilbrett
Primer of Scientific Management	Gilbrett
Developing Executive Ability	Gowan
Modern Organization	Hine
Business Administration	Jones
Administration of Industrial Enterprises	Jones
Graphic Production Control	Knopel
Maximum Production	Knopel
Installing Ffficiency Methods	Knopel
Elements of Industrail Management	Smith
Principles of Scientific Management	Taylor
Shop Management	Taylor
FICTION	
Dear Old Templeton	Brown
Cabin at the Trail's End	Hargreaves
Coaster Captain	Connolly
Blatchington Tangle	Cole
Yellow Gentians and Blue	Gale
That Islandes	Marshall
Sporting Chance	Cameron
The Thunder	Barrington

Veterans' Service List

WE give below the names of those whose fifth, tenth, fifteenth or twentieth anniversaries fall during this month, and also the names of those who complete over twenty years, service with Bird & Son during June:

			Yrs.
John J. White	6– 1–1891	Box Shop	37
Vitus Gleichauf	6– 7–1895	Power & Steam	33
Andrew Walker	6– 7–1897	Paper Mill	30
Michael Sheehan	6–20–1899	Roofing Mill	29
S. W. Smith	6– 8–1900	Main Mill Supt.	28
John Fitzgerald	6–18–1901	Paper Mill	27
Charles Knaus	6– 1–1902	Paper Mill	26
Walter Sword, Jr.	6– 1–1903	Paper Mill	25
Mary Scanlon	6– 1–1906	Store Room	22
James Kelly	6– 7–1906	Maintenance	22
Edward Fitzgerald	6–14–1907	Paper Mill	21
John Folan	6– 6–1908	Shipping	20
R. H. Sherman	6–23–1913	Roofing Sales	15
Patrick McDonald	6–30–1913	Box Shop	15
Ben Muchyn	6– 3–1918	Box Shop	10
Vincent Grudinsky	6– 8–1918	Paper Mill	10
Alfred N. Maier	6–13–1918	Finishing Mill	10
Frnest Wood	6– 1–1923	Roofing Mill	5
Zen Babech	6– 1–1923	Floor Covering	5
Wm. A. Evans	6– 5–1923	Box Shop	5
George Goodwin	6–12–1923	Floor Covering	5
John Ahearn	6–16–1923	Roofing Mill	5
Cornelius Gardner	6–18–1923	Box Shop	5
Anna Wacks	6–18–1923	Main Office	5
Margaret E. Costello	6–18–1923	Main Office	5
Mary H. Walsh	6–18–1923	Main Office	5
Roger Flaherty	6–20–1923	Main Mill Watchman	5
Richard T. Murphy	6–25–1923	Floor Covering Sales	5
John Mognaini	6–28–1923	Roofing Mill	5
	PHILLIPSDALE		
Joseph Brago	6– 4–1923		5
Sam Gorelco	6– 8–1923		5
Manuel Mendes	6–12–1923		5
James Boisvert	6–25–1923		5
Clarence Frey	6–26–1923		5
	CHICAGO		
Andrew B. Spiers	6–1913		15
Wm. J. O'Connell	6–1923		5


YOUR FUTURE DEPENDS NOT SO MUCH ON THE AMOUNT YOU GET IN YOUR PAY ENVELOPE, AS ON WHAT YOU DO WITH YOUR MONEY!
SAVING LITTLE AMOUNTS REGULARLY BUILDS CHARACTER – AND A HEALTHY BANK ACCOUNT!

NEPONSET CREDIT UNION

SUGGESTIONS

The following suggestions were accepted at the May meeting:

Improved method of cleaning paint mixers — William Boyd, FFC

Rubber stamps for paper machine samples — Thomas Burns, DM

Safety stops on DM2 crane — Frank Dockray, DMT

Relocate trim guard on slitter — John Ford, FXR

Guide for trim on FXCM1 — Herman Lauble, FXC

Clutch on FXCM1 pulley — Herman Lauble, FXC

Relocate springs on shaker screen on FBPM1 — John Mattson, FBM

Tee on discharge pipe — Charles McLoughlin, DPB

Steady water supply for ductors — Herman Nordstrom, DMP

Shaft for taking rolls off car at DM2 — Herman Nordstrom, DMP

Enlarge DM3 storage — W. J. Quinn, DMP

Step plate at FBPM1 winder — Ralph Simmons, FBP

Weight on FXFM3 side gauge — Bruno Stravinsky, FXF

Attach memo pad to "Do Not Start" signs — George Wallace, EMW

Steel ductor on coating machine — George Wood, FFM

BIRD'S
NEPONSET REVIEW

Vol. XVI. JUNE 1928 No. 6

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

SALES OFFICES: East Walpole; New York; Chicago; Minneapolis; Columbus; San Francisco.

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"WELL DONE—"

TO the recognition that has already been given, and the compliments and well-wishes that have already been extended to Jack Smith, perhaps little remains that can be added.

To work fifty years for the same concern is in itself perhaps no very great accomplishment. But to serve a single concern so loyally for a half century as to receive at the end of that period the reward that Jack Smith has received is truly worthwhile.

Nor is the measure of the reward in its dollars and cents value alone. Not by any means. Jack goes on his well-earned vacation not because of a mere fifty years, but because of the qualities of thoroughness, dependability, honesty, regularity, loyalty, cheerfulness and many other traits that he has exhibited during that half-century.

His measure of success is not that he has "won a trip," but that he has won for himself a high place in the hearts of those for and with whom he works.

What Is There in Safety?

RECENTLY the writer attended a meeting of the local Safety Committee of the Norwood Building and Roofing Mill. Toward the close of the meeting the acting chairman asked for opinions on how and why it was that FB had been able to go six months without a lost-time accident.

The response was instant, and revealing. Not only did the workers present bring forth specific reasons—good practices started and kept up, and bad practices stopped—but they showed by word and action that "Safety" really meant something to them.

Speaking in all reverence, Safety in some ways is akin to religion. There is something about this movement to reduce accidents, that, once it gets your interest, takes hold of you as few other things can or do.

It is not by any means overstating it to say that the man who works for Safety—works for humanity. He becomes a member of a nation-wide crusade that is in every way worthwhile. And the results of his efforts are shown in such accomplishments as that of Building and Roofing.

The accident record of the Norwood Building and Roofing Mill a year or two ago was among the worst of the Bird & Son divisions. Today it is the best. Safety has done it, and what Safety has done for one mill, it can do for others.

William P. Landy

WILLIAM P. LANDY, next-to-oldest Old Timer in point of service, died Monday, May 14, following a short illness.

Mr. Landy started work for Bird & Son nearly 50 years ago, when he came to work in the "lower mill" on September 9, 1878, in the sorting room. Later he came to the upper mill and worked on the paper machine. Succeeding years saw him working on the various machines—No. 5 when it was installed, and at Phillipsdale to help get the machine started there. He had been employed in the Finishing Mill since 1914.

His loss is mourned by a host of friends, who will miss his work well done, his reminiscences of olden days, and his ever-present kindly friendliness.

Funeral services were held at the Church of the Blessed Sacrament in Walpole, Wednesday morning, May 16, and were attended by many Bird & Son workers, among them Della Townsend, Jessie Brennan, Mary Nixon, Julia Kanalsky, Julia Casper and Laura Ferris of the Finishing Mill, who attended as honorary pall bearers.

The pall bearers were: Frank Murphy, James Geary, John H. Maguire, James E. Smith, Michael Connors and Thomas H. Smith.

Henry H. Hagar

ON Wednesday, May 2, William E. Hale attended the funeral of Henry H. Hagar, president and treasurer of the Hagar Hardware and Paint Co., at Burlington, Vermont.

Mr. Hagar had been spending the winter cruising in his boat on southern waters and was on his way north when death came to him at Daytona, Florida, on Friday, April 27. Mrs. Hagar and son, George, were with him.

The Hagar Hardware and Paint Co. are one of our oldest accounts and we sympathize with them in the great loss they have suffered.

In the passing of Mr. Hagar, Bird & Son has lost a loyal representative and a kind and true friend.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins — American Twins — NEPONSET Double Twins — American Double Twins
Super Twins — Hex-Twins — Lock-Butt — Individuals
Giant Individuals

Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Universal

Building Papers

NEPONSET Black — Saturated and Coated — American — Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White — American Board

Specialties

Asphalt Felt — Paroid Built-up Roof — B. & S. Deadening Felt
Plastic Cement — Roof Coating

Floor Covering Division

NEPONSET Rugs — NEPONSET Floor Covering — NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases — BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots — Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers — Rocket Paper — Buff Socket Paper — Torch Paper
Bird Wadding — Standard Index Cardboard — Felt Papers for Special Purposes — Paper Mulch

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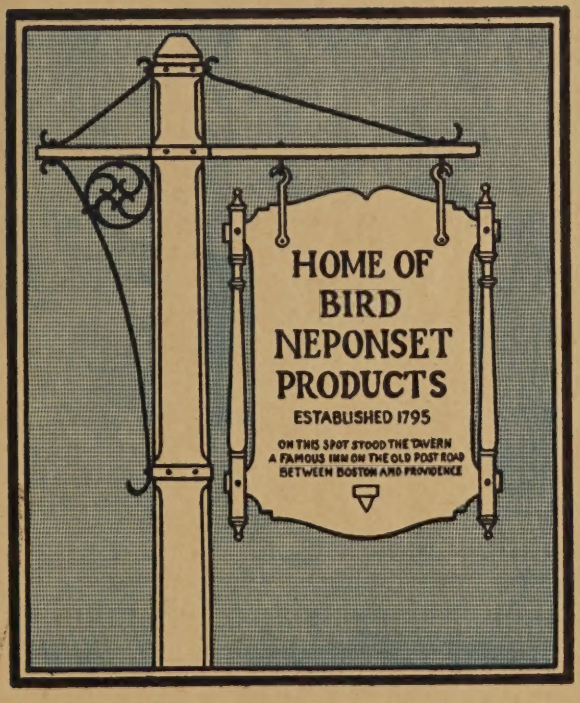
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
REG.OFF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



Building and Roofing Quarterly

VOL. XIV NO. 7 JULY 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Eastern Mgr., WILLIAM B. ROGERS, JR.
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Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI July 1928 No. 7

WHAT MAKES THE WHEELS GO ROUND?

WHAT makes the wheels go 'round? It was in an endeavor to answer this question that many of us, in our younger days, experimented with brother's Ingersoll, or the family alarm clock.

Our question was quite likely answered for us in a most startling manner when the mainspring came out with a snap and a whirr, and went whizzing by our head, or, mayhap, struck us most forcibly on the nose. The problem was solved. A spring, and a most powerful one, moved the wheels of the watch or the clock.

The Bird & Son wheels go 'round, some of them twenty-four hours a day, day in and day out, driven by power—although it is of a different kind. The power that drives the mill machinery is contained in coal, and this is the story of how that coal is transformed into power, in order that the machines may run, and that we may earn our daily bread.

First of all, let us consider the coal itself—where it comes from, how we obtain and handle it, and what we do with it after we get it. The coal used at the Bird plant comes from West Virginia and is bituminous fuel, otherwise known as soft coal.

It arrives at the plant in coal cars. These cars are switched onto the spur track which runs beside the coal pocket.

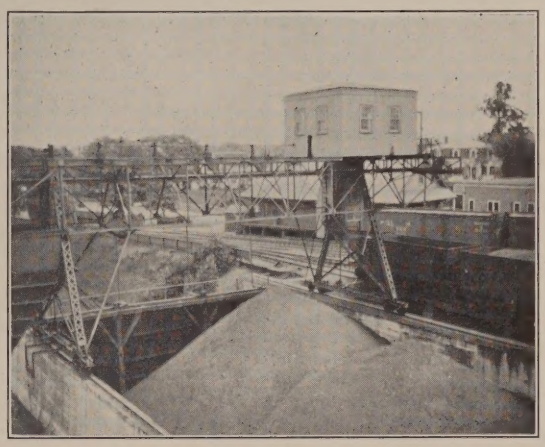
Here the fuel is transferred to the pocket, or huge bin, which you see in the first picture. Two methods are used to get the coal into the pocket. It may be dumped directly through the bottom of the coal cars, or the travelling bucket or scoop, that you see in the picture, will take it in enormous "mouthfuls" and transfer it either to a great pile, or to the hopper that appears on the left of the photo.

An average of about 200 tons of coal is received at the East Walpole plant daily. You who run your own furnaces—just give that a thought. Suppose you had to feed your hungry heater at that rate! Now would be a good time for a talk on the Credit Union Coal Club, but we're here to talk about power, so let's get along.

Still looking at the first picture you see before your eyes a huge amount of power. There it is, in great black piles! It's coal, the stuff that makes the wheels go 'round. How? Let us see.

First, we must get our fuel to the boilers, but before it gets there it does considerable travelling. Below the hopper, on the left of the first picture runs a small cable-car. Coal is dumped from the hopper to this car, and is carried along a short piece of track to the boiler room. Here it is dumped down into a crusher, which pulverizes it.

No, it doesn't go to the boilers yet. It drops



Great piles of power!

down from the crusher almost to floor-level in the boiler room, and then, if you please, it goes on to a bucket elevator and is hoisted clear to the very tip-top of the building. At the top of the boiler room runs an endless belt, in combination with an automatic conveyor. This apparatus, which is capable of handling 60 tons per hour, distributes the coal back and forth over and into a huge storage bin, which will hold 900 tons.

Who ever heard of a coal-bin in the ceiling? Well, here is one, and they are put up there for a very good reason. From the bins the coal drops down into automatic scales, which release 100 pounds at a time down into the stoker-hopper, as shown in the second picture.

The stokers work automatically. There is no shovelling to be done, which should offset some of the thoughts in the minds of those of us who run furnaces, and who have been mulling over that 200 tons a day business. The coal is fed into boilers as required, this process needing little or no attention.

But before we continue we must have our second essential—water. This water has an interesting story, too, though we haven't time for much of it. Briefly, it is taken right from the mill system,

Two of the huge boilers. Note automatic stoker in foreground

run through a sand filter to remove all dirt, through a softener to take out all corrosive impurities, through the "feed water heater," where it is mixed with water returning from the mill heating systems, then into the "economizer," which is, non-technically, sort of a secondary boiler, and then into the boilers themselves.

And now it is that our miracle takes place. This dead looking stuff, this dirty black powder that crunches under foot like so much sand, and that puts a dingy pall on anyone who works around it, is now transformed! Blazing within those boilers, producing a heat that runs as high as 2700 to 2800 degrees, Fahrenheit, it changes the water, contained in hundreds of tubes above the fire, into steam! That is the first step, others come later, but let us pause for a while within the boilers.

No, we don't mean just that. For a pause on the part of a human being within that Inferno for even the fraction of a second would mean, well—just another fraction of a pound of steam. Even a look at the raging fire requires the wearing of smoked glasses. A gaze of any length, with eyes unprotected, would mean blindness. The uninteresting-looking pile of soft coal that we saw outside, in the coal pocket, now provides a sight that is more than interesting,—it is downright fearful! Somehow or other we think that the boys in the boiler room must lead pretty good lives. Frequent inspection of those fires, coupled with dwelling for a few moments on thoughts of the hereafter would, we think, make anybody want to make sure of going up, rather than down, when he checks out from this terrestrial boarding house.

All of which philosophizing has nothing to do with power, so let us proceed.

The steam is now ready for work. The coal has given forth one kind of power—that contained in heat. This heat has produced from water a second form of power, that contained in steam. Now let's see what we do with it.

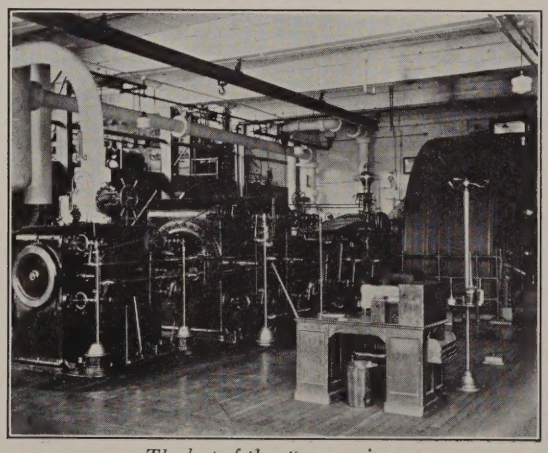
Our steam now leaves the boiler room in huge pipes. One of these is the famous mile-long line that runs down to Building and Roofing. But we'll pass that one by, and follow the one that goes over to the Engine Room.

In this room our steam is used directly, in one case, and, in the other, is used to create still another form of power. This story of power seems to be just one transformation after another, doesn't it? Well, in one way, that's just what power amounts to—a transformation. But let's investigate the Engine Room.

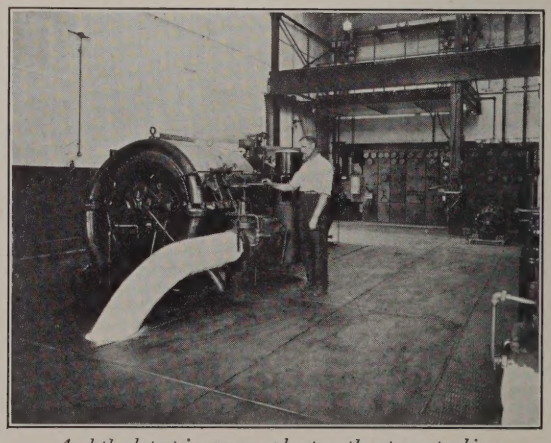
We'll take the steam-engine first.

It appears in one of the pictures on this page. This engine runs on the same principle as a railroad locomotive. Without being at all technical, the steam from the boiler room, under pressure, enters a cylinder, within which is a piston. The steam drives the piston towards one end of the cylinder. Then steam enters from the other end, and drives the piston back again. As this back-and-forth process goes

(Continued on Page 6)



The last of the steam-engines



And the latest in power plants—the steam turbine

All Out for the Outing, July 14!

A BALL GAME, a "bathing beauty" contest, Punch and Judy Show, doll-carriage parade, races of all kinds, band concerts and fireworks—these are but a few of the features promised for the biggest Bird & Son employees event in many years—the Outing to be held in Francis William Park and the Athletic Field on Saturday, July 14.

Doll Carriage Parade at 1

The first event will be the doll carriage parade, at 1 p. m. This will take place on the Pleasant Street side of the Park. It is open to all local girls, and will be in charge of Welthea M. Smith.

Following this, at 2 o'clock, the children's races will start. These are open to all boys and girls between the ages of 5 and 15. The events will include sack races, three-legged races, bottle filling race, obstacle race, etc.

Prizes of roller skates, tennis racket, baseball gloves, etc., will be given for first and second place winners in all these events.

In the meantime the band will tune up for the first time. Two concerts will be held, one at 2 o'clock and the other at 7.30.

A tug of war between two picked teams of Bird & Son workers will be held at 2.30, and at the same time the first of two Punch and Judy performances, especially arranged for the children, will be held.

Group Picture at 3.15

A group picture of all Bird & Son employees attending the Outing will be taken at 3.15 on the bank near the large playground, in the Park. Watch the programs and listen for the announcement regarding this. As many employees as possible should be in the picture, and in order that it may be taken with the least possible delay, you should obey the call as soon as you hear it, and line up and watch the birdie.

Then there will be a parade to the Athletic Field, at 3.25, or right after the group picture is taken. With everybody in line, we will march to the Athletic Field, to watch the ball game.

A five-mile run will be started while the game is in progress. When the ball game is over, athletic events will be held for all those over 15. These will include: mile run, 440-yard race, 100-yard dash, pipe race for Bird & Son Veterans with 25 years' service or over, hoop race for young women, balloon race for young women, surprise race for married couples, and a relay race.

A bathing beauty contest will be held at the Swimming Pool at 6.30, and at 7.30 the band will start again, in the Park, and play until shortly after 9, when the fireworks will be set off. Dancing in the Bird School hall from 9 until 11.45 will conclude the day.

It certainly looks like a glorious time!

STOP!

Pictures Ahead

The Review wants Photos of the Outing on July 14.

Bring Along Your Cameras

PRIZES TO BE GIVEN

$1.00 for each picture accepted and used.
$5.00 for the best picture.
$2.50 for the second best.

Mark all prints with your name and department and send to the Review on or before Friday, July 20

Nor have those who are not interested in sports been forgotten. Numerous tests of skill and strength will be provided, such as the dart game, cane toss, nail driving and the like.

There will be pony rides, balloons, and many other attractions for the children, too.

Refreshments will be served at booths—one for popcorn, another for tonics, ice cream, cigars, cigarettes and candy, and a third for frankfurters, sandwiches, coffee, etc.

There will be free souvenirs for the younger children—probably free ice cream cones, pinwheels, walking sticks or something equally enticing.

Regarding Admissions and Prices

Now a word regarding admissions and prices. There will be no admission charged to the Park. The band concert, fireworks, and athletic events are all free.

The baseball game is free to Bird & Son workers also, but the following arrangement has been made for convenience and fairness. Women and children will be admitted free, and will not need any ticket. The male employees of Bird & Son will be furnished, in advance of the day of the Outing, with a ticket for the game. There will be no charge for this. Workers should keep their tickets until they enter the gate, when they will give them up. Any man not having a ticket will be asked to pay a quarter admission.

The Outing is not being run for profit, but we want to clear expenses on the amusement and refreshment booths. There will, therefore, be a nominal charge for refreshments and "eats," but it will only be enough to cover the cost.

By the time you read this, news of the Outing will have been spread through the mills pretty thoroughly. Every Bird & Son worker will receive an invitation and complete program of the day's events. Other announcements and publicity will keep you informed of what is going to take place.

ATHLETICS

THE baseball season got under way most successfully, for Bird & Son last month, when they won their opening game with Canton at Canton, 1 to 0, and two days later defeated the same team in the first home game, 11–5. The scores of later games appear in the box at the end of this story.

From the games played in the Walpole-Norwood-Canton League, or the Tri-town League, which we think it ought to be called, one may well gather that this season is going to be the best for many years. The four teams represent the pick of the towns. The more unwieldy, hard-to-handle eight-team league of previous years has been supplanted by a snappy, aggressive four-team combination.

The schedule for the year calls for one home game, and one away from home, each week. In most cases, the same two teams will play each week. There are enough open dates provided to take care of most of the postponed games, so that the season should be over by the first of September.

All of which means a season of ace-high baseball for local fans. The attendance at the games so far has not been as encouraging as was hoped for, but it may be that the fans are just waiting for the teams to hit their stride. But they have hit it already, so if you want to see good baseball, now is your chance.

Bird's Prospects Good

The Bird team enters the field this year with as good or better prospects than ever before. New men with outstanding possibilities are Dixon and Slavin. Dixon is a B. C. boy with a pitching arm that shows great possibilities, while Slavin, a Dean Academy star, shapes up well for an initial-sacker. Other new faces on the squad are those of Erker, DeCosta, Locke and Smeltzer.

The "vets" on the squad, who are fast rounding into mid-season shape are Oakes, catcher; Malloy, pitcher; Graney, shortstop; White, third base; Murphy, center field; Duncan, left field; Vietze, right field; Rafuse and Martin, utility.

Fitzgerald, catcher and center field on the 1927 nine, is out for the season because of an accident, and his good work will be missed. Dave Bowles, who last year pitched a no-hit, no-run game, has donned his uniform, and the chances are that he will be in the pitcher's box more than once before the season is out.

In closing, the Bird & Son Baseball Team, pennant winners the last two years, are out after another one. Get out to the games and give them a hand!

Girls Organize Tennis Club

More than thirty Bird & Son girls attended a meeting held Friday evening, June 22, for the purpose of organizing a tennis club.

Great interest was shown at the meeting, which voted enthusiastically to organize, under the name of the East Walpole Girls' Tennis Club. Anne Mahoney was elected president, and Eva Gifford, secretary.

A tournament committee was also formed, consisting of Margaret Breen, Bertha Broadley, Margaret Owens, and Genevieve Pare.

Play will start very shortly, as soon as drawings can be made and groups formed. The exact form of the tournament was not decided upon, but the committee is particularly desirous of getting as many as possible interested in playing. Any girl who lives in Walpole or Norwood may join the Club. There will be every chance for enjoyment, even if you have never played before. It is hoped, too, that both Mill and Office girls will take part, and help make the Tennis Club as successful as was the Bowling League.

There are no entrance fees or dues for the Club, though it is probable that at the end of the season each member will donate a small sum, to be used for an entertainment or banquet.

Play will take place on the East Walpole courts.

Drawings for Men's Tournament Made

Three groups have been drawn for the 1928 "Bumper" tournament, and other names are coming in to form a fourth. The first drawing produced the following:

Group A: W. N. Prestcott, Maurice Tarr, James Mack, Harold Fuller, Tom Wright, Frank Vietze, Cornelius Gardner, Rogers Weed.

Group B: Russell Jenkins, Fred Spang, Donald Chase, Ben Rogers, Albert McGunigle, Frank Reynolds, Kenneth McLeod, Clarence Tileston.

Group C: Gerald King, William Maxwell, Dwight Colburn, Ralph Kemp, John Patinsky, Edgar Tarr, Dick Winn, Frank Clem.

Play will probably have started by the time the *Review* is issued.

GAMES TO DATE

(June 29, 1928)

June 21	BIRDS 4	WALPOLE 1
June 26	BIRDS 2	NORWOOD 0
June 28	BIRDS 4	NORWOOD 5

GLORIOUS WINDUP OF BIRD CLUB SEASON

Largest Crowd Ever Journeys to Crescent Park for "Phillipsdale Night" Outing

MORE than two hundred members and guests, the largest crowd ever to attend a Bird Club entertainment, journeyed to Crescent Park Saturday, June 2, and there, as guests of Phillipsdale, enjoyed a shore dinner and the many attractions that the park had to offer.

By 2.30 Saturday afternoon, the cars had begun to roll into the square, to get signs, and p'ck up their passengers. A line was formed along East Street, and at 3 sharp the signal was given to start. With a State officer at the head, and our good friend "Timmie" at the rear, the Big Parade got under way, with 47 cars in line.

No Time Lost

The trip down was a hair-raising experience for many. The officer at the head cleared all trucks and slow-moving passenger cars out of our track, and Timmie kept them from cutting in from the rear. With a clear road thus afforded, there was no time lost between East Walpole and the Rhode Island line, where we were met by more state police, and taken through Pawtucket, East Providence and to the park in what seemed like less time than it takes to tell it.

Howsomever, we rolled into the park intact, and with everybody ready for what was to come. A half-hour's wait before dinner provided an opportunity for inspecting the grounds, and for going out on the pier for a look at the ocean.

But soon the hungry mob began to gather in front of the dining hall, and when the "come and get it" sounded, shortly after five, there were few late-comers. A shore dinner of appalling size and amazing variety was subsequently set before us, but as history records that no Bird Club crowd was ever yet buffaloed by anything in the line of food, the gallons of chowder, pecks of clams, schools of fish, and herds, droves or what-you-will of lobsters, and the various accompaniments, disappeared from view in short order.

Dinner over the crowd, no numbering more than 220, split up to take in the various amusements.

And Then the Fun Began

The fun of the evening started right here. It is difficult to decide which of the amusements offered provided the most hilarity. The Dick Dead-Eyes cleaned up on the shooting galleries. Friends of Lady Luck invaded the game of chance places, and came forth laden with candy, canes, canary birds, and most everything else, 'cept Cadillacs. A goodly group piled into the Dodge-Em, and there proceeded to bump each other all over the lot, which was excellent fun, but not so good on a shore dinner.

Cooling off on the pier

By now the amusement seekers had more or less fallen into line, and were proceeding in order from one place to the next. This being the case, the crowd arrived in due time at the roller-skating rink. Now, among such a crowd as this there were bound to be varying degrees of ability on the "rollers." But there seemed to be little difference in nerve. The rink did a rushing business, and the Bird Club customers had a whizzing, slipping, sliding, falling, standing, sitting, land-on-your-ear good time.

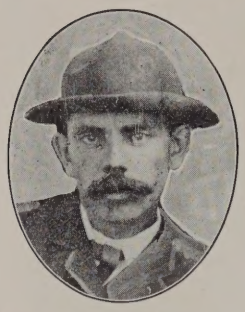
The "Airplane" was well patronized by those seeking a more quiet form of amusement. The roller-coaster, last in line, was eventually reached by the advancing horde, and was given a try-out, and voted to be almost as fast as the trip down.

A game got under way after a while, with two teams, un-named, playing a contest that faintly resembled baseball, to an unknown outcome, and with a shifting line-up. Not that it wasn't a good game. It was. But when the battery changed places, the umpire became second baseman, and various other startling changes and events came about, the score-keeper tore up his book and went in as substitute half-back, so we don't know much about it.

And so the evening passed. The various booths, the ponies, merry-go-round and all the rest of the thrill-giving and money-taking contrivances were sampled not once but many times.

The time of leaving and the trip home was an "every-man-for himself" proposition. Some came back without difficulty, others unwillingly explored a large part of the State of Rhode Island, but all got home eventually, and all voted it a fitting close for the season, with unanimous and hearty thanks due to our hosts of the Phillipsdale Mill.

WHOZIT?



Whozit? An East Walpole worker. Has a lot to do with rolls. We don't mean the lunch room kind

WE haven't had a "whozit" in the *Review* for some time, but here is one that should provide a few moments of puzzling for those in the East Walpole Mill.

If you have any pictures like this one, or any "many long years ago" photographs of Bird & Son workers, send them in—we'll be glad to use them.

(Continued from Page 2)

n, at a high rate of speed of course, a driving rod, connected with the piston, passes the "poosh" n, which is applied to the huge driving wheel, and sends it turning.

The driving wheel is now supplying power, which is carried by means of belts, to turn the wheels of other machinery.

This engine which we are considering is the "Last of the Mohicans" at the Bird Mills. Fifty years ago there was no steam power here. The Neponset ran the machines. Then came the first steam engine. After the first came others. The engines reigned supreme for many years. It is only comparatively recently that the newest power-plant, the steam turbine, came in.

Let us look at a turbine, and see what it does. You may see one in the last photograph. Our steam from the boiler room is waiting to enter it. What happens when it does enter the turbine? The whole story is quite complicated. Here is a simple and far-from-technical explanation.

You have all seen a windmill, and know about how it works? Well, a turbine works in somewhat the same way. Jets of steam are blown against raised and slanted "fins" or blades on an upright "wheel." The steam thus turns the wheel, and the wheel in turn revolves a dynamo which produces electricity—or electric power.

This power is controlled and distributed through a switchboard, and is sent to all parts of the mill, where it goes through electric motors and turns them, that they may turn the machinery.

And so we come to the end of our story. What makes the wheels go round? Power. Power that is contained in coal, and which is released, transformed, moved, and otherwise juggled around.

A Letter from Tom Lavin

MR. WYMAN recently received a letter from Tom Lavin, Bird & Son Old Timer, now living in Ireland. Tom's letter, is, in part, as follows:

"I was sorry to see by your letter that so many Old Timers had passed away—those whom I knew so well.

"No doubt there are many changes in East Walpole since I left, but I am happy to learn that the changes are all for the better, and that the town is going ahead.

"I dearly long to see the Square and the Parks and have about three hours to travel through the mill and see the many improvements and new structures which have been built.

"What great changes have taken place since I dug the foundation for the first printing machine installed in the plant, in the corner of the old polishing room, later run by Thomas Rice.

"I am kept pretty well posted by the Neponset *Review*, and it gives me great pleasure to read through it and see many of the old faces so familiar to me in bygone days.

"I also receive the Norwood Messenger sent by Dr. Hartwell every week. He visited Ireland last summer. In the Messenger I see quite often very interesting addresses by B. D. Rogers, H. H. Miller and P. R. Allen. I always feel very proud whenever I read any of those speeches.

"With my very best wishes to you, Mrs. Wyman, and all the Old Timers.

"T. J. Lavin."

Giving Dimes for Dollars

YOU don't have a chance to take a chance in the lottery scheme. The dollars you throw away on tickets never go to the winners. The promoters know their operations are in violation of the criminal laws and pay themselves well for the risks they take. Usually 90% of the receipts go to the promoters. Only 10 cents out of a dollar has a chance of going to the winners. This chance is further minimized by other crooked features.

When participating in a lottery, you make yourself a party to an illegal scheme. Therefore, you have no legal recourse against the promoter. If you want your money to produce, give it a fair chance. It's licked before it starts in the lottery scheme, which is really operated for the promoter's benefit—not yours.

Next time you or someone working with you touches the button or switch to start a machine, give thanks for coal and its wonderful power, and a thought to the boiler and engine-room men, who also help to make the wheels go 'round.

Bird Workers Winning In Accident Battle

HOW are we doing on Safety? That's the question that's asked a good many times a week throughout the Bird Mills. And the answer is that we are doing mighty well. While we may not score a full 100 per cent reduction for the first six months of this year as compared with 1927, we are going to come mighty close to it.

All divisions except two have helped to make this reduction. Building and Roofing leads, of course, with its remarkable run of more than eight months without a lost-timer. Chicago has gone more than four months without an accident, and the Paper Mills have gone more than three. Floor Covering has helped by reducing its total from nine to six as compared with last year. No. 2 Box Shop has dropped from five to two. Phillipsdale, working under a handicap of a low record during 1927, is still one better than last year. All these figures are as of June 22.

Engineering and FX1 Still Have Chance

Engineering and No. 1 Box Shop, on the other hand, have not done so well. But the first six months is past, and we are going to give them every chance to redeem themselves, and every encouragement to do so.

These last six months will tell the story. But before we talk about them, let's look at our experiences of the last six months, and find out how and why most of our injuries occurred.

Strains of various kinds, always the bugaboo on the Safety score, seem to be dropping off. They still occur, but the idea of avoiding them by proper lifting seems to be spreading. Let's keep it so. Lift properly yourself, and see that others do so. Remember—squat down and lift with your legs. If you do not understand, ask your foreman.

Don't Do It!

There are still a few accidents to men who try to clean or adjust machinery in motion. Guards and warnings won't stop these. Care and common sense will.

The Hospital Report shows quite a large number of "foreign body in eye" cases—although practically none of them lost time. The number of cases reported is encouraging, rather than otherwise, however. We all "get something in our eye" at times, and nothing can prevent it. But we should not, under any circumstances, let any amateur surgeon try to remove the particle with a pencil, jack-knife, or anything else that is handy. Such practices seem to be dropping off. Let's hope so.

Some types of accidents seem to run in "epidemics." That is, we get a lot of them one after the other. Lately we seem to be having quite a

number of accidents involving hand trucks. A man pulling a loaded truck slips, and the wheel runs over his foot. Someone strikes a truck from the rear, and pushes it against a man's leg. A truck is overloaded, the load tips over, and injures someone. These are just a few. But all of these accidents seem to indicate lack of care. A hand truck doesn't seem dangerous, as compared with a heavy machine, but carelessness in handling one will cause serious injury, just the same.

The rest of our accidents seem to be fairly well scattered. There are slips and falls, jammed fingers, puncture wounds, and many others. A very few were unpreventable—the great majority could have been prevented.

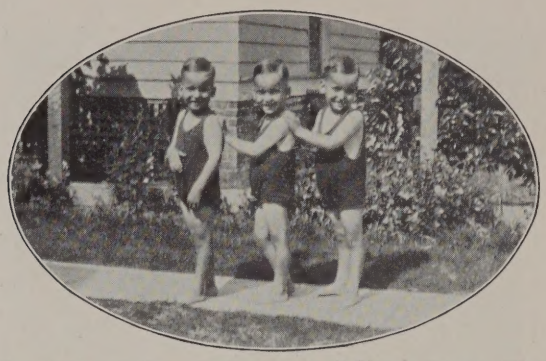
A few workers disobeyed the primary Bird & Son Safety rule, and did not have small cuts and scratches treated at the hospital. Painful infections and consequent lost-time resulted. There is no excuse for lost-timers of this type.

But in general, as we have said before, the fight against accidents is going better all the time.

At those places which have the best accident records, the one big reason given for their accomplishments is that *everyone* is interested in Safety.

Your department can have a perfect record if YOU think Safety, work Safely and do your best to make 1928 the Safest Year on Record.

ANOTHER FLORIDA BOOM



Yes, they're triplets. Left to right, Jefferson Sparks, Walton Godfrey and Charles Francis Martin

FOR some unknown reason, quite a number of the items and pictures in this number are from Florida. Several are from Jacksonville. We don't know why—they just came that way.

The little boys you see are triplets, the sons of Mr. and Mrs. Robert P. Martin of Jacksonville, Florida. The boys are three and a half years old, and, as the picture shows you—real healthy, husky lads. Their names are given under the photo, and we hope they are right, for once you got them mixed, you could never straighten them out, since you can't tell the owners apart.

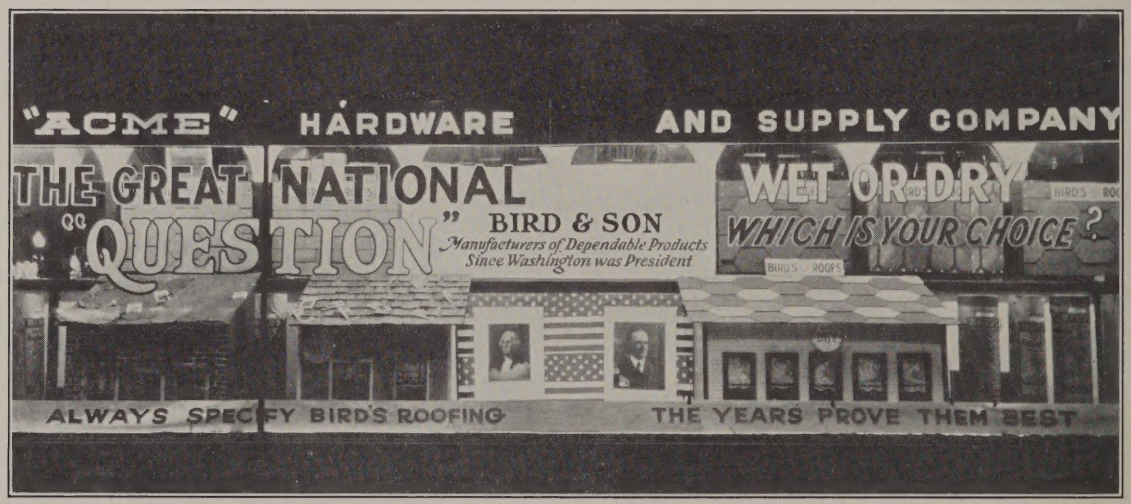
Mr. Martin is with the Foley Lumber Co. of Jacksonville, Bird dealers. If his boys were only twins, we could title them Neponset Twins; or if they were quadruplets, we might call them American Double Twins; but since they are triplets, we don't seem to have a name to fit, so we'll just close with good wishes for the success of these remarkable youngsters.

Suggestions

WITH the contestants in the 1928 Suggestion Race rounding the curve for the first half of the course, three men are in a tie for the lead, with four accepted ideas apiece. They are Herman Lauble of FXC, and John Mattson and John White of FBM.

Suggestions accepted at the June meeting:

Protect loading table at FXFM11	Curtis Boyden, EME
Trap door over hydraulic valves	A. B. Center, EMP
Walk between spouts in screen room	Michael Cronin, DMP
New lock on door into FF32	William Danaher, FFV
Protect steam pipes at DMPM5	Peter Foley, DMT
Change steering wheels on new waste trucks	Peter Foley, DMT
Protect rails on FXRM35	John Ford, FXR
Extend concrete outside of DPC	John M. Hall, DPC
Safety sign on Casey electric hand saw	Herbert Hinson, FMW
Improved pulleys on FXBM2	John Julianette, FXB
Step and hand rail on stack at DMPM5	Samuel Kelly, DMP
Change valve on No. 13 hydrant at No. 2 Mill	Martin King, EMP
Draw-off on Prestic wad machine pump	Martin King, EMP
Cut corners for Bliss No. 2 Special C ends on FXFM16	William Koch, FXF
Container for dye on rewinder	Arthur Machado, DPH
Improved method of pulling dry felt through saturating pan	James Wuinlan, FBP
Castors on bottom tills in racks	E. C. Rafuse, SM
Steam pipe in broke beater	Joseph Rosevitch, DMP
Improved waxer production	Ernest Stather, Sr., FXB
Change drive on dusters in No. 2 Sorting Room	Felix Thompson, DMC
Method of using up rubber belting	George Wallace, EMW
Improved safety device for electric trucks	J. H. White, FBM
External bearings on pasting machine	J. H. White, FBM
Increase height of hanger guides	Charles Widgery, FFD
Reduce face of water wheels on FXBM17-19	John Wilkes, FXB
Install drain plugs in tanks at FXBM31-32	Howard Young, FXR
Move roller bracket at FXR fire door	Howard Young, FXR


"ACME" HARDWARE AND SUPPLY COMPANY
THE GREAT NATIONAL QUESTION
BIRD & SON
Manufacturers of Dependable Products Since Washington was President
WET OR DRY
WHICH IS YOUR CHOICE?
ALWAYS SPECIFY BIRD'S ROOFING
THE YEARS PROVE THEM BEST

The Acme Hardware and Supply Co., Little Rock, Arkansas, have won several prizes for window displays in the past. This one was not entered in a competition, but it looks like a prize winner just the same

BIRD'S NEPONSET REVIEW
Building and Roofing Dealers' Supplement
Vol. XVI July 1928 No. 7

New Products—New Profits for Dealers

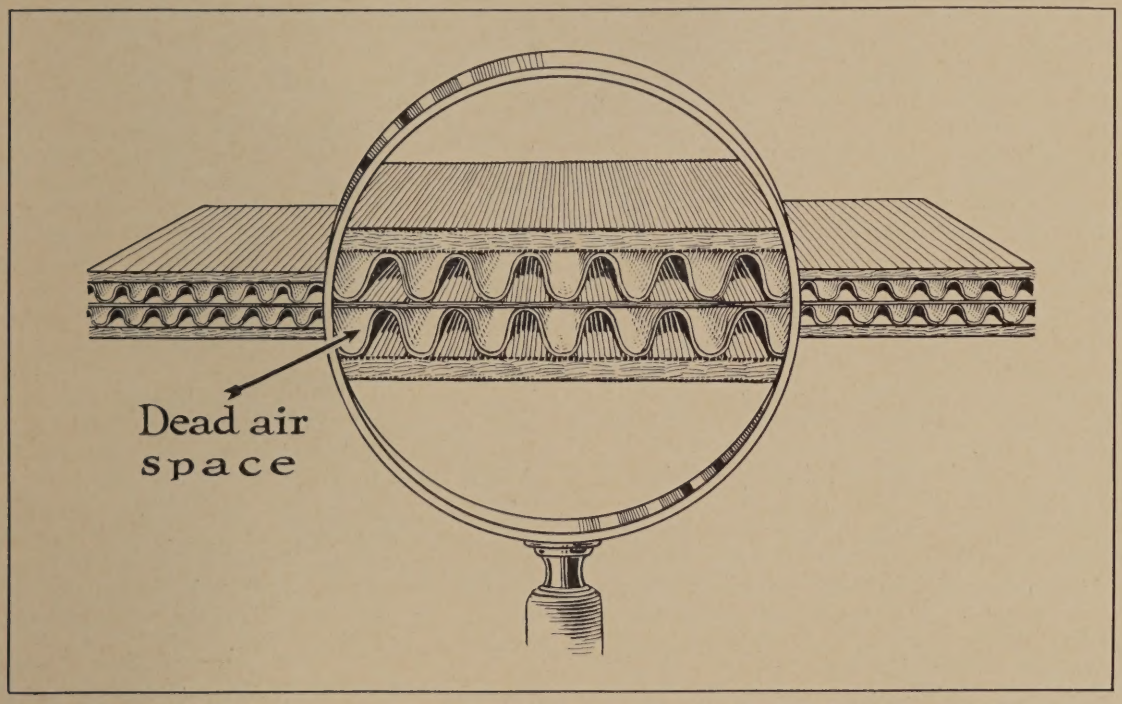
INDUSTRY is in the "Era of the New Idea." In the textile field, rayon, an unknown product a few years ago, is fast supplanting silk. Then there are household appliances, new today but perhaps destined to become the standard and commonplace of the future—electric refrigerators, oil burners, built-in incinerators, and the like.

As time goes on, the public grows more and more receptive to new ideas. The first major improvements to the automobile were accepted by the people only after long argument and education. But now the tables have turned, and Mr. Consumer not only desires but demands a car with four-wheel brakes, balloon tires, latest engine developments and all the other wrinkles.

In the Building and Roofing industry, two new ideas are predominant. They are, color in roofs, and insulation. The Bird line of shingles, especially those in the Art Blende colors, are meeting the demand for attractive colored roofs in a highly satisfactory manner. But it is about insulation that we wish to speak now.

Insulation itself is not entirely a new idea. Its principles have been applied in many lines of industry for many years. But insulation as applied to home building has only recently come to the fore.

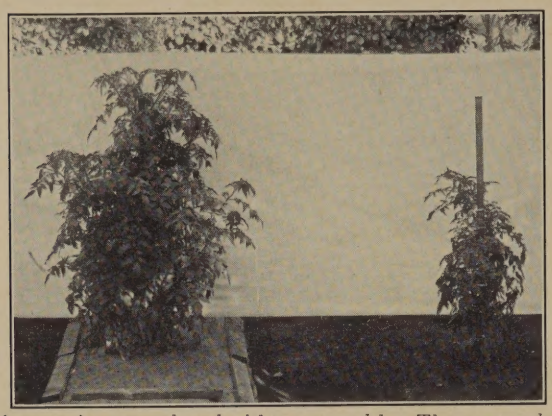
But now that it has most certainly come, and come to stay and to develop, Bird & Son meets the situation for its dealers and for the public, with Bird's Insulating Board.



Drawing showing the construction of Bird's Insulating Board. You are looking at the narrow end of the board

This material is the result of practical experiments in our own laboratories, and check tests by the Massachusetts Institute of Technology.

Bird's Insulating Board is composed, as you may see from the drawing shown elsewhere on this page, of several layers of low-density fibrous materials. The top and bottom, or outside layers, are low in density to get maximum insulating value. The low degree of density means, principally, that there are more "voids," or air cells, in the material. These dead air cells provide the best insulation that can be obtained.



An experiment conducted with paper mulch. The tomato plant on the left was grown under the mulch, while the one on the right was grown in the usual manner

Further, the outside face is rough, giving an ideal surface for plastering. The back of the board is waxed, thus guarding against the entrance of moisture.

Then, between the fibrous outside layers are two corrugated sheets, so designed that they provide a very large number of small dead air spaces, thus increasing the insulating values of the board. This corrugated material also stiffens the sheet, as does the center layer or "backbone," between the two layers of corrugation.

Nor do these various layers produce a board of great weight. Quite the opposite. In fact, Bird's Insulating Board is from 10 to 25 per cent lighter than most of the well-known boards now on the market.

Bird's Insulating Board is light, but it is strong.

As used in homes, an insulating board is expected to do two major things—keep the heat in, in winter, and out in summer—or, saying it another way, keep the house warm in winter and cool in summer. The best form of insulation does this by providing a barrier of dead air spaces to the escape, through the walls and roof, of furnace heat in the winter. In the summer the same barrier keeps the intense heat of the sun from entering the rooms of the house through the walls or roof.

The result is not only greater comfort, but a great economy in fuel bills. It is a common occurrence for the owner of an insulated dwelling to show savings of over 30 per cent as compared with a similar but uninsulated house.

Bird's Insulating Board will provide these advantages and savings, at a much lower cost than any other similar type of board on the market. Since it will give equal or better insulation, it might well be sold under the slogan, "More Insulation Per Dollar."

And not only does this board provide efficient, low cost insulation, but it also has excellent sound-deadening qualities. Modern home owners desire not only insulation against heat and cold, but also against noise. The same principles and properties that guard against temperature changes also arrest the passage of sound. The fibrous, absorbent quality of Bird's Insulating Board make it a good sound deadener. Placed between the floors, as well as on the various walls, it will assure the home owner of a quiet house, in which sounds will not easily be transmitted from one room to another.

An advantage possessed by the board, which will be welcomed by dealers, builders and home owners alike, is that of lightness, and consequent ease and economy in handling and application. A small size will be manufactured, to be known as Bird's Insulating Lath, measuring 24 by 32 inches. The Insulating Lath will be packed 18 sheets to the bundle, wrapped in heavy, tough kraft paper, and weighing only about 50 pounds per bundle. Thus it can be easily handled by one man, from the time the bundle is unloaded, until the individual sheets are applied, on the job.

The Insulating Board will come 12 sheets to the bundle, sheets 8 feet by 32 inches, kraft paper wrapped, weighing 132 pounds to the bundle.

Both types of board are extremely easy to handle on the job. Odd lengths are easily obtained by the carpenter, since Bird's Board saws very easily.

In summary, Bird's Insulating Board and Lath give maximum insulation by utilizing the best known medium for that purpose—dead air spaces. The material is light, easy to handle, easy to saw, easy to plaster. It is strong and durable. It is neat appearing, both before and after application. And it is low in cost.

Builders and roofing dealers have a new field and new profits open to them. Bird's Insulating Board, sold as are all Bird goods, on the quality product and square deal basis, provides the means for entering this field, with benefit to dealers and to Bird & Son.

BIRD'S PAPER MULCH

Harking back to the beginning of this story, you will remember that we said that industry was in the "Era of the New Idea." We have talked about insulation as the new idea in building. Now we have a story of a new idea in agriculture, and of a Bird product to be sold in part through Building and Roofing dealers.

Bird's Paper Mulch, which is a certain kind of asphalt paper manufactured by this company under the C. F. Eckart patents, has shown itself to be, when properly used, a veritable producer of miracles in the gardening world.

Experiments carried on by the U. S. Department of Agriculture, and others, indicate that this new material has every possibility of completely revolutionizing the oldest industry known to man, that of agriculture.

Just what does mulch paper do? Technically, these claims are made for the product—it warms the ground, traps and holds the moisture; keeps the weeds down to the maximum practical extent, while admitting water to the underlying soil; and protects the original tilth (or cultivated soil) against the compacting action of rains.

To the gardener this means several remarkable and gratifying things. First, there need be but one weeding. When using mulch paper, the first growth of weeds is removed, and then the garden may be forgotten, for there will be no more weeds worthy of mention.

Second, the yield of garden plots using paper mulch have shown such tremendous increases over those not using it, that it is fair to say that you may now grow twice the crop you formerly did in any given space.

Bird's Paper Mulch is made in both Plain and Improved Perforated styles, rolls 36 and 18 inches wide, containing 900 square feet in either size, approximate weight 45 pounds per roll.

In this product, Bird dealers are offered a product with infinite possibilities. The story of paper mulch is being given wide publicity by the government, by agricultural schools and experiment stations, by granges and other farm organizations, and by magazines and newspapers. Its use is bound to grow by leaps and bounds.

A NEW USE FOR PLASTIC CEMENT

We have now seen the possibilities in two new ideas, that mean new profits to dealers. The next story is about a new use for an old product of tried and true quality—Bird's Plastic Cement.

This product has long been known as a highly efficient caulking and waterproofing agent. Recent developments of its use in caulking windows have now opened up opportunities for increased sales of Bird's Plastic Cement.

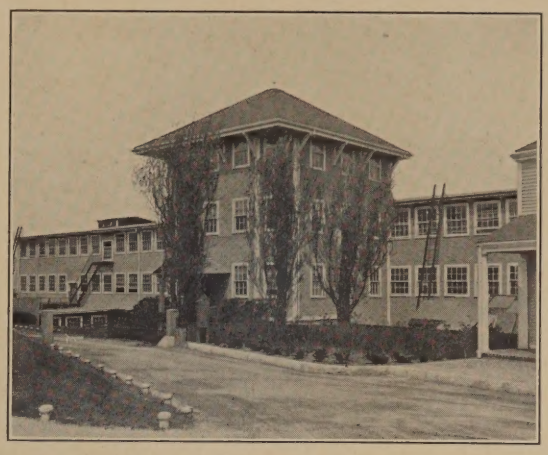
Even in buildings of the best construction, recently erected, it has been found that cracks are bound to open up between the window frames and the building. This is due to varied expansion and contraction of building materials.

When these cracks appear, it means a direct loss to both owner and occupants. Heat escapes through the crevices, and fuel is wasted. Dust and water enter the building and damage the walls, woodwork, floors and goods. If the frames are of wood, the water seepage will soon get underneath and behind the frames, causing the wood to rot.

Owners of hotels, office buildings, factories, warehouses, apartment buildings, and even the individual home owner himself are good prospects for Bird's Plastic Cement for use in caulking windows to eliminate these losses.

USE OF SHINGLES FOR SIDING

Still another idea which, while not entirely new, is just now beginning to receive the attention it deserves, is the use of asphalt shingles for siding. Bird's Lock Butt Shingles are particularly recommended for such work.



One of our own factory buildings, sided with Lock Butts. Painting is eliminated, except for the trim

There are countless wooden buildings, of an industrial or commercial nature, still in good condition so far as the interior is concerned, but perhaps a bit "seedy" on the outside. The painting of such structures is an expensive task, and in many places must be done almost yearly. The owners of such buildings are excellent prospects for Bird's Shingles for siding.

These shingles are easily and quite cheaply applied directly over the present wooden siding or shingles. Once on they may be forgotten. The annual or every-other-year paint job is eliminated. A neat building has replaced a shabby one. The fire hazard existing through other buildings being located nearby is lessened, since Bird's Shingles will resist radiated heart as well as falling embers.

Bird's Asphalt Shingles, in their attractive colors, may be just the thing to recommend to a factory, garage, or store-owner in your town, Mr. Dealer. Look around. An investigation may pay you in an order.

* * * * * * *

Bird's Insulating Board—a new product with new selling points to interest prospective builders; Bird's Paper Mulch—a new product with tremendous possibilities, of interest to professional and amateur gardeners alike; Bird's Plastic Cement for caulking windows, a new use for an old product, of interest to owners of all types of buildings; Bird's Shingles for siding, another new use for an old product, of interest to owners of industrial and commercial buildings of all kinds.

In brief, new ideas that are of interest to your customers, and therefore of interest to you.

SOME OF THE BIRD DEALER HELPS

1—Window Displays; 2—Folders; 3—Shingle Board; 4—National Advertising; 5—Consumer Letters and Contractors' Bulletins; 6—New Carpenter's Apron; 7—50-50 Newspaper Ads.

USE "DEALER HELPS" TO SELL MORE GOODS!

WHILE it may not be true in every case that "familiarity breeds contempt", it is undoubtedly true in some instances that familiarity leads to forgetfulness. A good proposition, constantly before us, may be passed by time and again, just because we become used to seeing it around.

This happens, sometimes, in the case of dealer-helps. The dealer knows there is good material waiting to help him make sales, but he doesn't get around to using it.

Then one day he says to himself, "Now is a good time for a little advertising campaign. Wonder what Bird's have for suggestions."

So he gets out the Business Builder, Bird & Son's dealer-help book, and starts looking it over.

"Great Scott," he says, as he turns the pages, "here is a fine selection of material. Why, I never knew they had such good sales aids, or so many of them, or, if I did know, I had forgotten."

Did that ever happen to you, Mr. Dealer? Well, whether or no, now is a good time to go over the Bird Sales helps.

Let's look over our friend's shoulder as he goes through the Bird book, and considers the various helps that are offered him.

The first dealer-help proposition that he considers is Partnership Advertising, or the famous 50-50 plan. Briefly, this plan provides that Bird & Son will pay one-half of the advertising bill rendered to the dealer by the newspaper in which the dealer places a series of the advertisements shown on pages 20 to 26 of the Business Builder. We show two of these ads in the group on the opposite page.

Our friend checks a few of these, and passes on to the next section. Here is a short story on national advertising. Mr. Dealer reads it over and learns that Bird & Son advertise nationally in the Saturday Evening Post, Country Gentleman, Building Age and National Builder, Architectural Form, Architectural Record, Sweet's Catalogue, Sweet's Engineering Catalogue, and the Home Builder's Catalogue.

"H'm," says he, "if Bird & Son spend all that money and effort in pushing Bird products nationally, I sure ought to follow it up with local advertising. I've picked out some ads for the local paper, now let's see what else I can do."

So he turns the page.

"Letters to prospects . . ." he reads. Two of these are shown in the layout just across the way. Bird & Son has a set of eight illustrated sales letters. If the dealer will send in a good, live list of names of his fellow-townsmen, we will prepare the copy on any one of the eight illustrated letters, print the dealer's letterhead at the top, put the letter in an envelope, address it, stamp it, and send it to the dealer for mailing. And all it costs him is the amount of postage! Or, if the dealer wishes, he can buy these letterheads for his own general correspondence, or for a campaign he may wish to plan himself.

Our friend likes this idea, and checks this page, too. But before he passes on he sees something about Contractor's Bulletins, and stops for investigation. Upon reading, he learns that he may also secure illustrated letters and copy designed for contractors, rather than for home owners.

"Well, not just now," he says, but marks it down on his desk pad for two months hence—"Send out Bird's Contractor's Bulletins."

He looks at the next page, but here we have something for you that he doesn't see. It is a brand new carpenter's apron, and its picture appears in the same place as the other things we have been talking about.

There are three colors in the printing on this apron. The material is grade A white duck, and is eight ounce weight. Heavy staples that will not tear out are used. The dealer's name appears as shown. These aprons are not given away, but sold at cost, or even below cost.

Mr. Dealer gets an idea. He reaches for his desk pad, and adds to the note already made—"Letter telling our contractors will make them present of aprons."

"That ought to build good will," he says, and passes on down the page.

Here he sees mention of our printed literature for customers. A few of the folders are shown on the opposite page. There is a folder available for practically every product we make. Many are printed in four colors. All are attractive and have salespunch.

"Guess I'll get some samples of those, and select some to send out with my consumer letters," says our dealer.

Next in line come the window displays. A number of suggested set-ups are shown, and two others appear in our illustration. Bird & Son will furnish certain material for window displays. Chief among the helps offered for windows is the Scene-in-Action Display. This is an electrically operated and lighted unit, and is most effective. It can be used alone, or as part of a larger display.

(Continued on Page 8)

Breaking Records—and Maintaining the Bird Standard

THE Bird Building and Roofing Mills during the past six months, have, while using the same equipment as previously, consistently broken all production and shipping records.

The month of May saw the greatest tonnage shipped from the Bird Roofing Mill at Norwood in the history of the concern. The total tonnage figures for the first six months of 1928 show an increase of 23 per cent over the best previous six-months period in any year. The Chicago plant reports a good increase, too.

Handling by skids saves time and cuts down damage to goods

Goods shipped mean goods sold, and goods sold mean more goods sold. The record production and shipping figures mean more Bird goods than ever before going out into the market the country over. As these goods prove their worth they will bring orders for other goods, and new production and shipping records will be set up.

Before we get away from the shipping end, though, it might be interesting to glance at some of the methods used at the Bird mills in handling the enormous tonnage that they do.

Chief among the modern practices is the use of skids for transferring and storing material. As bundles of shingles or rolls of roofing come from the machine, they are immediately stacked on movable skids. Powerful electric lift trucks then take the loaded skids away to the warehouse. Here the skids are placed directly in the storage bays, or bins. Later, when the goods are called out for shipment, the lift truck merely rolls up to the loaded skids, and transfers it directly to the freight car.

This method of transferring the goods from machine to warehouse and then to freight car cuts down the handling and consequent damage to material, and makes for much faster loading and shipping.

Another record made by the Norwood Building and Roofing Mill which, to the outsider, might seem at first thought to have little bearing on the product itself, is the remarkable run of this mill of eight consecutive months without a single injury to a man, causing him to lose time. The Chicago Mill has also done well in this respect, having gone more than four months, consecutively, without a lost-time injury.

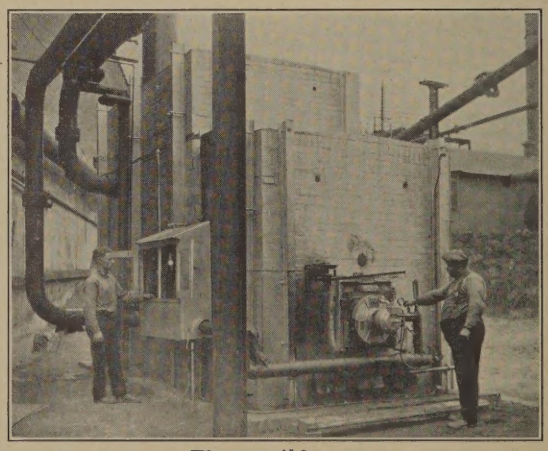
Such an accomplishment is indicative, we believe, of the interest taken by our employees in their work. Men who show interest in getting the goods out when they are wanted, and in working safely while doing so, are men who will take pride in the quality of their products as well.

Chief among the mechanical improvements at the Norwood Mill has been the installation of a new oil heater. This furnace uses oil to heat oil, or, to tell its exact function—it heats oil, contained in pipes, which circulates through the asphalt used to saturate Bird roofings, and keeps this asphalt at the proper temperature.

Oil is used for this purpose because it can be heated to and held at a much higher temperature than steam. The new apparatus, which is pictured elsewhere, is the most efficient that can be obtained today.

Two years ago, in an issue of the *Review* similar to this one, we told the story of how we make weather to order at our Norwood Mills. This story attracted so much favorable attention and interest, that we believe it would be worth telling again, brought up to date, of course, and containing several things that were not in the story before.

Do we really make weather to order? Absolutely! What kind of weather would you like? A nice, warm, gentle rain? A zippy, frosty, clear and cold winter day? You can have either, or both if you wish.



The new oil heater

Of course, this weather that we make doesn't spread out over the surrounding country, but within a limited space we do, for the purpose of testing our own and competitive roofing products, duplicate the work of Old Dame Nature herself, but at a much accelerated pace.

In fact, that is just what the testing apparatus is called—the Accelerated Weathering Tester. It consists, in the main, of three pieces of apparatus and their accessories. First of all is the "exposure tank." This tank is metal lined, and can be completely closed by letting down the cover which just shows at the top of the picture. Inside the tank, is a wire framework, on which are hung the testing panels. These panels are covered with samples of whatever materials are to be tested.

This first piece of apparatus gives us two divisions of the weather cycle—heat and rain, together or separately. Heat is produced by means of a mercury arc lamp, made of fused quartz. This tube not only generates an intense heat, which is radiated against the test-panels hung in the exposure tank, but it also gives forth what are known as "ultra-violet" rays, which are highly destructive.

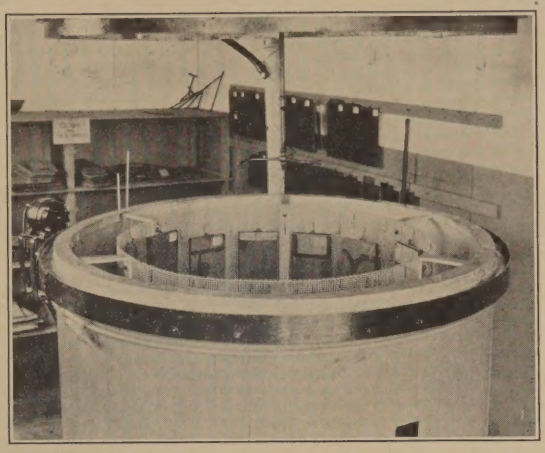
Rain is produced within the tank by a far more simple, but nevertheless effective expedient. An attachment quite similar to an ordinary lawn or garden sprinkler of the rotary type, is let down inside the tank. When the water is turned on, the sprinkler revolves and throws the spray against the shingle panels—gentle showers. Turn the water on full pressure—heavy showers!

Recent improvements in this testing apparatus have made it possible to produce a form of weathering test known to be the most severe possible. It is a known fact that certain objects when damp or wet will, if exposed to heat, deteriorate much more rapidly than when they are dry.

Samples of shingles, roll roofings, asphalts and other products are now given such a test in the exposure tank, by operating the mercury arc lamp and the sprinkler at the same time. A blistering, sizzling heat is the result—and it goes up to 150 degrees Fahrenheit.

But we need not be confined to heat and showers. Not at all. A modern electric ice chest stands right next to the exposure tank, with accommodations for racks to hold the testing panels. After being taken from the sweltering temperature of the tank, the panels may be popped right into this chest, and the weather, for them, changed in short order to mid-winter, and a zero reading on the thermometer. It's a good shingle that can stand that treatment! And our shingles do stand it.

But we haven't finished yet. We must have wind if we are going to be true to nature. Well, come on outside, near the door of the testing

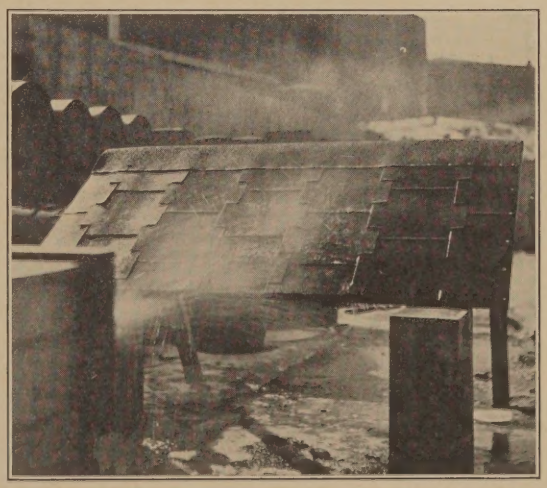


The "exposure tank"—part of the Accelerated Weathering Tester

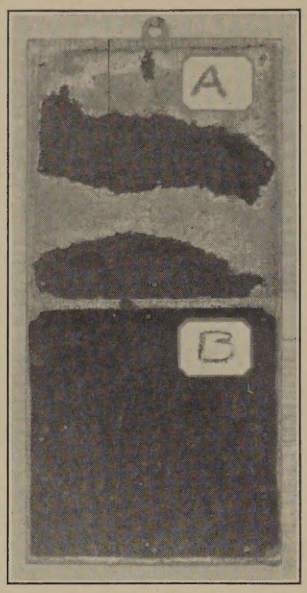
room—and hold your hat. Here you see a long, box-like arrangement, before the open end of which stands a shingle board. Throw a switch. Whirr-rr-rr-ee-ee-EE! There's a sixty-mile gale for you! Now turn a valve. Whoosh! Water comes through with the wind, and we have a driving rainstorm, right before our eyes—although the sky is a clear, bright blue overhead.

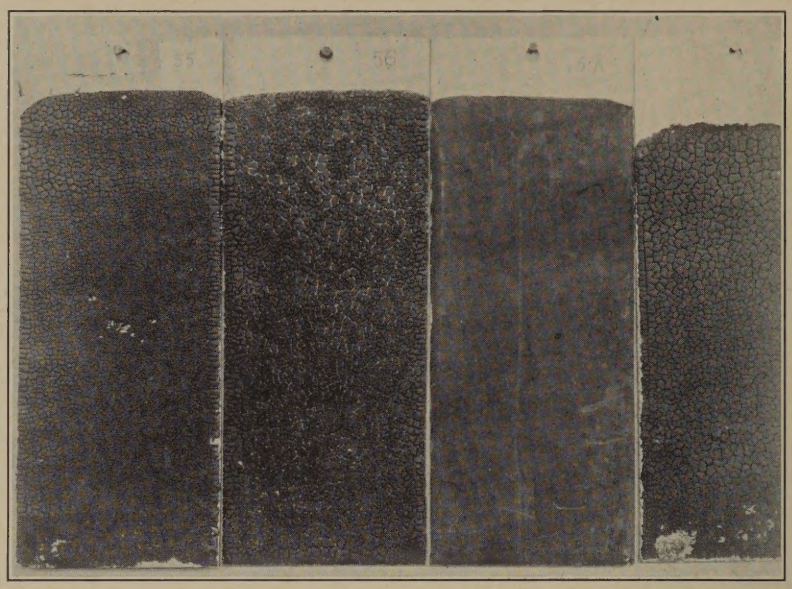
It might be interesting to see the results of some of these tests, so let's go back into the inside "weather room," leaving the rainstorm to wreak its vengeance in solitude.

The photograph showing the panel marked "A" and "B" is the result of a test on different types of felts. The top half, marked "A," was covered with coal tar felt. The lower half, marked "B," was covered with asphalt felt, such as is made by Bird & Son. The panel went through the regular cycle of cold, rain, light and heat, and back to cold again. The results speak for themselves.



A driving rainstorm, produced by the "wind machine"





Left: The tester plays no favorites. Coal-tar felt (A) and asphalt felt (B), after the weathering test. Right: Four test panels of asphalt, during a weathering test. Note the difference in the condition, particularly of the third panel

The picture with the four panels shows one stage in a series of tests on various types of asphalt.

It is interesting to note that as a result of duplicate tests carried on through a period of more than two years between panels exposed to actual weather and those exposed to the accelerated tests, it has been shown that the results are almost identical.

Why do we make these tests?

Because in the years we have been making quality products a certain standard has come to be set up, known as the Bird Standard. This Standard demands that Bird Roofings must do more than just give average service under average conditions. They must render the best of service under any and all conditions.

Hence we subject Bird products to the most gruelling and exacting tests. If they do not pass, they do not become Bird products.

(Continued from Page 5)

Some dealers, to be sure, are so located as to have no space of their own for display purposes. Our Mr. Dealer, who is now thinking this matter over, is one of them.

"No, guess I can't use any," he remarks to himself. "But, wait a minute, I might at that. Jones is selling out his clothing store, and expects to move out soon. He's got a corking location right on the main street. Wonder if I couldn't hire that window, after he leaves, and before that other chap moves in."

And he forthwith starts along an inquiry to find out about it.

Next he sees mention of the Bird signs. Right up at the top is a picture of one that takes his eye. "It is a three-color job, red, blue and yellow," says the description.

"Fine," says our hero, "I need a bright sign to go outside this office door, so people won't keep wandering in to the warehouse, and giving me heart-failure for fear they'll break their necks."

Then there are other signs, and for other purposes. In addition to the metal flange sign, which is what Mr. Dealer ordered, there is an attractive red, yellow and blue truck sign, a fibre sign saying, "One More Bird's Roof Furnished by——," streamers and window cards of various kinds.

Then there are the shingle hangers. One of them is on the left in the illustration. These are designed to hang in the dealer's office, showroom, or in some other conspicuous place. They put samples of Bird Shingles right where the prospect can look at them.

And for a windup, we mention the latest dealer-help, which is supplied as the result of many requests, a cut-out for Bird's Plastic Cement. It is purposely made small (stands 11 inches high), but it will attract attention and make sales for this product.

Of course, the hero of this little story is naught but an invention, but he serves to bring to your mind the many helps that Bird & Son offers to its dealers, to help them sell more goods.

Are you using your share of them?

These beautiful residences, their beauty enhanced by roofs of Neponset Super-Twin Art Blendes, are part of a development in Statesville, North Carolina. The contractors were Rimmer and York; the roofing dealer our good friend, the Sherrill Lumber Co.

A NEW FRIEND, AN OLD FRIEND, AND A FIRE

SCATTERED through the mail that the Bird & Son Roofing Division receives are many more-than-interesting letters, chief among which are those of a "testimonial" nature, having a good word to say for Bird products, Bird service, or both.

Recently three such letters came in, each about one week apart. One was from a comparatively new friend, another from an old friend, and the third told the story of how Bird's Shingles had once more gone through the fire test.

Here's the first letter, from Leslie J. Klotz, president of the Superior Lumber Company, Jacksonville, Florida:

"When we started in business three years ago, we looked about carefully for a roofing connection which would prove constantly satisfactory to our customers, as well as ourselves. One whose product we could freely and unhesitatingly recommend to our customer friends.

"After careful investigation and consideration, we decided to try the Neponset and American roofings, made by Bird & Son, of East Walpole, Mass. We placed our initial order early in June, 1925. Since that time we have continued to handle their products, having received numerous shipments, all with complete satisfaction to ourselves, and to our trade.

"During part of the time we handled some roofing of a competitive line, but we are now handling ONLY Bird's Roofs, also their Neponset Wall Board. These goods are pleasing to our trade, and are giving entire satisfaction. We are absolutely sold on Bird & Son products, as well as on their general treatment and fairness in all matters."

That pleased us, of course, and a little later we again considered getting a hat of a larger head size, when the following letter came through, from R. J. Malby, president of the Malby-Conrad Lumber Company, Inc., of Daytona Beach, Florida:

"We have been handling Bird's roofings, shingles, etc., for the past thirty years, and during that time we have never had occasion to regret taking on their line. We have always found them to be pleasant to deal with, and ready at all times to adjust any matter to our satisfaction.

"We can heartily recommend Bird's products, and never hesitate to do so to our customers, when they call for the best. We have customers from all parts of the United States, and when we mention Bird's we find that they know at once just what they are getting, as Bird's is nationally advertised and we have no trouble in selling their products.

"We could write a great deal more about what we think of Bird's goods, but the fact that we have been handling them for the length of time stated above, bears testimony of our faith in them."

Then, a few days later, came a story from Chester B. Churchill of Middleboro, Mass., telling how Bird's Shingles stood up under an actual fire test.

It seems that on April 19, 1928, a four-story paper-box factory burned down, in Middleboro, and at the same time, the original blaze spread to eight dwelling houses. Help was called from three surrounding cities, so it was no small fire.

Two houses, one owned by a Mr. Arthur Benson, and another by a Mr. Dupount, were located, respectively, 30 and 60 feet from the blazing box factory. Both houses were covered with Bird's Shingles. With other nearby dwellings catching fire, both Mr. Benson and Mr. Dupount feared for the safety of their own homes.

But they need not have done so, for Bird's Shingles stood the test, and kept the fire demon from attacking the roof of either house.

And not only did they protect, but they did it almost without visible damage to themselves. Both the men, after having a thorough inspection made of their roofs, decided to leave the Bird's Shingles just as they were!

And after reading that letter, we decided that we really did need a larger hat. But on second thought, a smoke would be much less expensive, so we went out and bought a cigar.

Notes From Plants and Offices

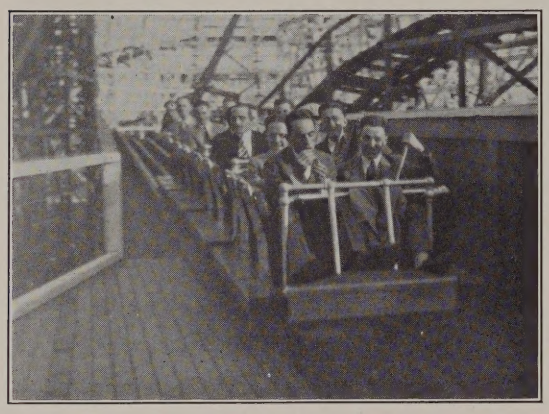
MAIN OFFICE AND SALES
East Walpole, Mass.

Fred J. Spang *Margaret Breen*
Margaret Poff *Margaret Owens* *Edgar Tarr*

Doug Johnston of CE spent a week-end at Colby College during the month.

We welcome Kenneth Baxter as a new worker in CF.

And at the same time we say good-bye to Dick Winn, who goes down to New York on sales-promotion work. Best o' luck, Dick.



The roller coaster at Crescent Park was voted fast enough for anyone

The Keliher girls are convalescing quite rapidly, and we hope to see them back before long.

Vera Rafuse and Bertha Broadley are helping out in CF for the summer.

Mary Concannon has returned from her vacation, during which she acted as bridesmaid at her sister's wedding, in Portland.

Helen Kiniry is back in CF for the summer.

Josephine Driscoll of VN was married the morning of July 18, and is now known as Mrs. Martin Morris. Our best wishes to the new couple!

Alice Conley spent a few days in Pennsylvania and New York recently and reports a wonderful trip.

Olivine Tetreault is back in CF, and gets a welcome with the rest.

Rogers Weed of CE has left to go out on the road.

Eleanor Morse of CX took a week-end trip through the White Mountains, during the month.

Miss Foley of AK evidenced great amazement recently, when she learned that cigars were made from cabbage leaves.

Several recent graduates of the two local high schools have come to work for us.. From Walpole High these include:

Ruth Anderson, Valedictorian of her class; winner of the Martha Metcalf Allen Scholarship, the Walpole Mothers' Club Award, the Washington and Franklin Medal for distinction in American history, and a member of Epsilon Pi Epsilon Honorary Society; Mary Catelano, a member of Epsilon Pi Epsilon; Ruth Milliken, winner of the Walpole Mothers' Club award, the Blue and White Cup, and a member of Epsilon Pi Epsilon; and Margaret Sheehan, Salutorian of her class and a member of Epsilon Pi Epsilon.

Janet Brimner, a Walpole High Junior, is also a newcomer.

Those graduated from Norwood High include: Eva Malkunis winner of a John C. Lane Medal foi scholastic excellence; Ellen Koivu, Ingrid Mattson and Joseph Eppich.

PAPER MILLS
East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

John Spillane has finished painting and shingling his house. He did most of the work himself, and we want to say it is a mighty fine job.

Bill Boyden is convalescing after an operation.

Miss Leary drove over the road to New York City recently to spend a week-end there. She made the trip in ten hours, and without any mishaps.

Dan Reardon is still laid up with a broken leg, but is getting along nicely. Hope to see you back before long, Dan!

Jim Houlihan is home from the hospital, and looks better than ever. We hope to see you soon, too, Jim.

Clarence McLasken has given up climbing flagpoles and has joined the National Guard. This will be nothing new to Clarence as he served with the Canadians in the World War. He will go to Devens this summer with his outfit.

Dave Heylin has a nice new home off Railroad Avenue, Norwood.

James Maroney also has a new home, located on Pleasant Street, Norwood.

John Curran took a vacation trip to Virginia last month, stopping off at Washington to make a political speech from the top of the monument.

Mike Burke and George Stone went fishing at New Pond during the month. We hear that George had quite a time getting the fish off the hook. Guess he doesn't know that all you have to do is tickle their tails and they'll jump off.

John Burke went to the fire at North Sharon during the month. John McLennon saw the blaze from the mill, and thought somebody ought to blow the whistle. But then he figured that there was no use wasting steam.

A great many readers of the *Review* have no idea how much raw material is needed to keep the four paper machines running. The following figures will give an idea as to the amount that comes into the Main Mill for these machines. During the week ending June 23, there were 77 cars and 44 trucks of raw stock unloaded, with a total of 1200 tons.

Tony Feeney is spending his vacation in Medfield.

Warren Kumblad has been transferred from the Laboratory to DM department. Our best wishes go with him.

Malcolm Haskell, PL, spends an occasional week-end at Berlin, N. H., making the trip by auto.

We were glad Hermon Barker had taken his shotgun home before the small monkey appeared with the hand-organ in the East Walpole Square one evening last week. Hermon is out for big game, but when there is none in sight he goes after the small.

Earle Davis has purchased a Chevrolet coupe, and found it a "friend in need" taking him to restaurants in surrounding towns when the Tiot was burned out.

Among those at the Outing from FX1. Left to right: John Goonan, Jack O'Leary, Herman Lauble, Edgar Ross

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

We welcome Donald McFarland as a new worker in ERB.

Mike Kelly, ERB, spent his vacation in Canada.

Mike O'Malley took his vacation "around the home place."

The stork is still busy around town. On June 8 he visited the home of George Murray, EMW, and left a baby girl. Congratulations, George. Yes, both mother and baby are doing very well, thank you.

Pat Hession and Dan McDavitt are confined to their homes through sickness. We wish them both a speedy recovery.

Mike Curran and Martin Lambine are among the first vacationers. Mike says he will "do" the beaches, and Martin thinks he will add a little beauty and tone to the house by doing a little painting.

Kaino Paajanen a Norwood High graduate is a new worker in EM office. He was the winner of the John C. Lane medal given for scholastic excellence.

We are glad to report that Victor Purdy is rapidly recovering from his recent operation. It won't be long 'till he is once more back among the boys. Cheerio, Vic.

Henry Olson has a new house on Hawthorne Street, Norwood.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*

Vacations have started and right now there are six having their "yearly rest." Among those who are either out now or who have already been out are Rose McKenna, Leslie Howard, Charlie Cyranock, Ed Healy, John Davis, John Medeiros, Frank Reed, and Manuel Oliver.

Manuel Perry has repainted his Elcar. We guess it's going to do him another five years.

A few of us have received letters from Jack Hammerli, who is now living in a suburb of Los Angeles.

Of interest to the people in Phillipsdale is the recent purchase of the Glenlyon Athletic Field by the town of East Providence. Part of this field is to be made over into a playground.

Adolph Adamonis has recently purchased a new Victory Six sedan.

Ed Gunnery recently enjoyed a week-end in Boston.

We welcome this month John Enos and Adam Marozik, who have started to work in the cutter room, and Raymond Catlow and Albert Priestley, who have started to work in the boiler room.

We are sorry to hear of Jimmy Girard's illness and hope that he will soon be back with us again.

We congratulate Cecil Henderson, the son of our superintendent, who recently received his degree of Ph.B. at Brown.

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Will A. Evans* *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slane*

Jerry Rigonese is building a house on Clapp Street, Walpole.

Bob Morse has traded in his Studebaker for a Hupmobile.

Bill Urquhart has a new Atwater Kent radio.

Paul Perseiline has returned to work after being on the accident list for 11 weeks.

We welcome John Dixon, a newcomer to the FXC.

Marshall Lee and Harry Tower have both returned from fishing trips. Both report good results, but rotten weather.

We are glad to see John Nolan back after his illness.

George Holland has traded in his old tug-boat for a nice new Essex coach.

We are glad to welcome Al Kendall back into the fold. He is looking great, and has acquired a family since he left a year or more ago.

Orville Spinks has transferred from FXF to FXG.

Steve Smith and "Tap" Geary testing out the water for a swim they didn't take

Harold Higgins is back again after a slight operation.

Antony Capachin is now the proud father of a baby boy, who arrived at his home during the month.

Among the large orders now being handled in FXL are those for Lever Brothers and the Cliquot Ginger Ale company. The Lever order is for 100,000 cases for Lux Toilet Soap. Figuring 50 cakes of soap to the box, that means that Bird boxes will help to ship out 5,000,000 cakes of Lux Toilet Soap, which means we don't know just how many baths.

The Cliquot order is for about 160,000 cases to hold a dozen bottles each. This provides cases for 1,920,000 bottles, and with two glasses of the beverage to each, for 3,840,000 drinks.

Aubrey McLellan is now sporting a Hudson speedster.

Leroy Fullerton is still on the sick list, but we hope to see him back with us before long.

Pat Graney is taking a six months' leave of absence, shortly after July 1, to sail for the old country. Perhaps he's going over to tell them that Jack Smith is coming.

Helen Johnson is away on her vacation.

BUILDING AND ROOFING MILLS AND OFFICE

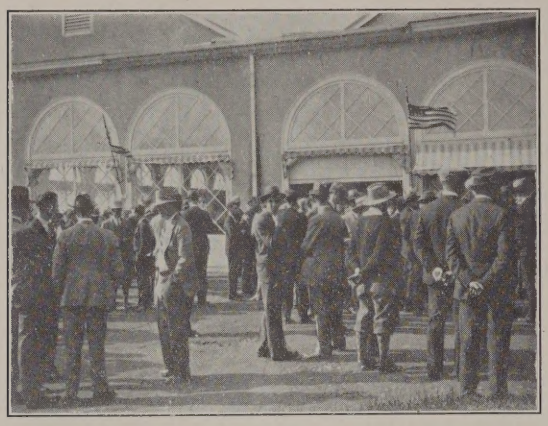
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat*

FBV is proudly demonstrating its latest edition to the electric truck family, which now numbers eight.

Warren Manson is back at FBM after an absence of two years.

Jack O'Leary won a Bird down at Crescent Park,
Some said "it's a canary," but others, "It's a lark."
It has a dark brown overcoat and its chest is awful narrow
And maybe if it got a bath it would turn out just plain sparrow.



Waiting for the "come and get it" call to sound

Hilton Taggert has turned in his Chevvy coach for a 1928 Essex sedan.

Jock Graham is going to New Hampshire on a fishing trip for his vacation. John Wosner will take his place as machine tender on No. 1 machine.

Mike Damuels is going to spend his vacation taking short trips.

Albert Surette has always been a Handy Andy with tools, but he proved himself to be a master craftsman when he made himself a four-foot model of a fishing vessel, and rigged it fully. A local merchant asked for the privilege of exhibiting it in his store in Norwood, as it was such a good piece of work,—to which Albert consented. Furthermore, a large sporting goods house, in Boston, thought so well of it that they wanted to use it for exhibition purposes.

To prove that the vessel was practical as well as ornamental, it was taken to New Pond, where it proved to be so fast that a canoeist had difficulty in keeping up with it. Fine work, Albert.

Our fox-hunter, Jimmy Belcher, informs us that he expects to shoot many foxes this fall, and that he will take orders for future delivery.

Dominic Restanio left during the month to go to New York and meet his wife, who was coming over from Italy.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

"Bill" Wilson spent a few days with "Ab" Dobbins in the Michigan Territory.

Howard Hanna has returned from his vacation, which was spent at home. Mrs. Prairie and Mr. Stafford are taking theirs now. Mrs. Prairie is taking short motor trips to the neighboring states, and Mr. Stafford went to Denver for two weeks.

The Golf Tournament between Roofing and Floor Covering Divisions seems to be creating more excitement than any previous contest we have had and is making a lot of new fans for the game. Even Mr. Hird signed up, despite his aversion to Golf. The first game was played at Oak Hills Golf Course on Saturday, May 26, and after all was said and done the following were eligible to remain as competitors for the prizes, which are being donated by Mr. Hird and Mr. Wescott: Jansen, Brebach, Schreen, Meyers, Overholt and Wilson for Roofing Division; and Hindmarsh, Howells, Duvall, and Creden for Floor Covering.

The second game was played on the same course, Saturday afternoon, June 16, and honors were distributed as follows: Meyers, Roofing, 1st; Duval, Floor Covering, 2nd; Overholt, Roofing, 3rd; and Hindmarsh, Floor Covering, 4th.

Overholt's shrunken knickers, Perrizo's practice shots, and Schreen's language were sidelights of the games that helped to make of them very enjoyable events.

A. W. Mettler of the Metttler Sheet Metal Works, Great Falls, Mont., with Mrs. Metler, came out to see us on May 29.

"Duke" Perrizo and "Andy" Spiers spent a day in Joliet, Ill., recently, where they put in a window display for Lyons Bros.

Joe Miller and "Doc" Schultz drove up from Milwaukee for a day.

E. A. Tuscher, the American "Prince of Wales" has been appearing at the office with complete changes of costume—advance showings of what the well dressed man will wear this season.

"Shorty" George is back on the job after an absence of several weeks due to illness.

Hank Moreman was also absent for a few days because of illness.

The Shipping Department is to be congratulated for the excellent showing made recently, when all previous records were smashed.

The Floor Covering Division has announced that it is ready to accept a challenge from the Roofing Division for Singles Tennis Matches for men and women, as well as for mixed doubles.

Howard Hanna was called East early in the week to attend the funeral of his brother.

Overholt, Meyers, Brebach and Perrizo played the Evergreens Course after work the other evening.

Glen F. Hall of Owosso, Mich., has been with us all week, getting lined up to take over the territory now being handled by L. L. Williams, who is leaving us shortly to be a partner in the C. C. James Roofing Co. at Muskegon.

We were honored recently by a visit from Messrs. Allen, Trombly and Dutton, directors of the company and trustees under Mr. Bird's will.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

L. J. Latham *Peter Alexander*
Tom Rogers *Nils Lindquist*

John Sorjanen, FFR, has purchased a two-family house at 99 Concord Avenue, Norwood.

Richard Seavey has returned to work in FFB after a short absence.

We are looking forward to some good messes of fish now that Jim Garner has purchased a new fishing outfit.

Walter Sword is the proud possessor of a new Chevrolet. Now, Walter, don't forget it takes gasoline to make it run.

Hink Hathaway has purchased a year 'round car for his personal use. Or is it to go looking for the Chrysler?

Carl Johnson has taken over Les Hathaway's job as "Safety King" in FFM. Well, Carl, Hink has us well trained, so it won't be hard to keep us in line.

Congratulations to Everett Tripp. A baby boy has arrived at his house. We hope he takes after his father.

A son, Wallis Sterling, was born to Mr. and Mrs. Elton Moore, Saturday, June 14. More congrats!

Some new-car owners at FFV are: Carroll Gammell, who is now driving a Maxwell touring, Nickerson who has a Buick sedan, and whose daily dozen now consists of polishing exercises on the new boat, and Clarence Russell, who has graduated from the Ford into an Overland sedan class.

Jim Connolly has replaced Erickson on Sunday and Holiday watch.

Peter Alexander took a week's vacation in Pennsylvania.

At an athletic meet between the Finnish Athletic Clubs of the States of Massachusetts and New York, held last month, the following men from FFR took part:

Hugo Salamaa, took fourth place in 1500 meter race, also ran on the team winning the 1500 meter relay race.

Paarvo Jarvi, won 1500 meter walk, took second in pole vault, and third in the 110 meter high hurdles.

Lauri Palonen, won four-mile road race, placed third in 5000 meter run.

The Massachusetts team won the meet—and the boys from FFR help 'em do it. Good work, boys!

Some of the new summer workers in FFP are Peter Clem, U. of Maine; Robert Graney, Lawrence Academy; Norman Kincaid, U. of New Hampshire.

Clarence Phillips is out for an operation, but we hope to see him back before long.

Victor Grant was out for a week.

Walter Storkus has traded in his Ford coupe for a Buick, which means that Walter takes no dust from anybody.

Elmer Noddin, FFR, is back to work, after an operation, as is Felix Counter.

Lauri Palnonen is back on the job after a week of looking at the high buildings in New York City.

CHICAGO OFFICE

B. I. Hindmarsh *Lillan Moe*

R. W. Duvall

Dear Hezzy:

Well the month of June is sunk. The month of Brides and perfect days—and we did have a perfect day, too, this month. A man called up for two rugs and both were in stock and F. P. Smith got an invoice that didn't have to have "partial shipment" on it, and another dealer got a roll of green 12/4 ess than a month after he ordered it. Yes, what is so rare as this day in June!

And June saw the Bird organization contribution to bigger and better golf. On June 2 and June 16, the Floor Covering made combat with the Roofing in true tournament form and in true tournament form the handicaps helped some of the, shall I say "freer" players? At the first session three holes were played a la water polo—there being noticeable precipitation. The scores speak for themselves so let the scores be read—

Name	Actual Score	Net Score	Name	Actual Score	Net Score
E. H. Jansen....	104	64	B. H. Roberts...	111	78
W. J. Brebach...	111	65	R. W. Westcott.	106	79
O. B. Schreen...	121	73	H. S. Hanna....	123	85
B. I. Hindmarsh.	107	74	F. W. Jakel....	110	86
T. J. Howells....	110	74	B. J. Overholt..	112	85
M. F. Meyers...	137	74	W. K. Smith....	130	87
S. G. Creden....	103	75	R. W. Duvall...	142	89
W. W. Wilson...	105	77	L. H. Freeman..	120	92

The second day's play was as follows:

Name	Actual Score	Net Score	Name	Actual Score	Net Score
M. F. Meyers...	119	54	W. W. Wilson...	102	69
R. W. Duvall...	128	58	F. H. Jansen...	101	69
B. J. Overholt...	109	58	W. J. Brebach..	109	70
B. I. Hindmarsh.	100	65	C. F. Perrizo....	163	115
O. B. Schreen...	115	66			

Pete Sentiff and George Dotey acted as referees, councellors and caddies. Pete has an uncanny eye for finding balls as Hindmarsh can testify and George has some stories that are just the thing for the golf pastures.

McEndy has been carrying around three fractured vertebrae ever since the grande guerre a decade ago. One of Uncle Sam's medicos insists on looking him over every month. The wax back being patented, I hesitate to make any suggestions.

Edwin C., Jr., five and a half months old, son of E. C. Battle, New Orleans Floor Covering representative

Mary Curran is taking an extended automobile trip in Minnesota, Wisconsin and Canada. Irene Griffin is spending her vacation in Whitewater, Wisconsin.

George Allert, who has been with Shusters at Milwaukee for two years, has just come into the warehouse where he is to learn the business from the thirteenth floor up and down. After only a week he has found there are some weighty problems in the floor covering industry.

P. R. Allen, H. Twombly and G. D. Dutton, trustees under the will of C. S. Bird, gave the office a very hurried visit recently.

While over at the mill, Mr. Westcott attended the reunion of his class of 1913 at the Amherst College commencement.

Chili Allen, from Texas, came into the office recently. One of "Lifes little Jokes" as Rube Golberg would illustrate, is that a fellow with the cognomen Chili could have such a warm, radiant personality.

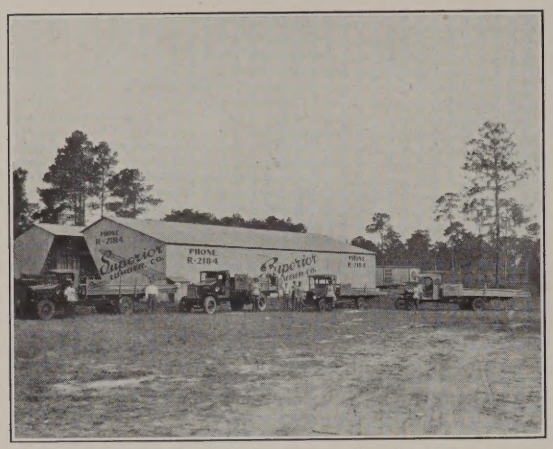
Dealers in southern Texas who used to give Art Kent free run of their shops are now keeping a sharp eye on him since his year's stay in that wicked Chicago, and I guess they ought to at that. He's been making up gangs. Only last week he took a gang of orders from a gang of stores for a gang of patterns and he seems right at home, too.

The farmers have been promised relief. If any more floor covering manufacturers enter the field the industry would be strong enough to demand government assistance. Relief is already seen for the Bird men, however, in new patterns and the promises the mill has given for more stock and keeping in line in prices.

Yours, till Nepon-sets

Obadiaha.

A gang of FFR men at noon-time. Left to right, Allen Piercy, all the way from Newfoundland; Chester Dryden, the small man with the gunboats; Adam Sidlackza, with the Pepsodent smile; and the last is Parvo Jarvi, an athlete of note



Part of the yard of the Superior Lumber Co., Jacksonville, Florida. L. J. Klotz, president of the concern, is standing at the rear of the leading truck

Bird Workers Take $450,000 Insurance

SINCE the arrival of Mr. Grady, the instructor representing Massachusetts Savings Bank Life Insurance, the matter of insurance has been a topic of much discussion around the plants and offices. More than $450,000 worth of insurance has already been taken out by Bird workers in the departments which Mr. Grady has visited.

Last month, in the *Review*, we spoke of the combination Savings-Insurance plan. As a matter of fact, all the policies offered combine savings with insurance. But the greatest protection at the lowest cost is provided by what is known as the Straight Life plan.

For the man with a family or others dependent upon him, Straight Life is the best form of insurance to carry.

Let us see how it works out for a man 30 years old. The annual premium payment at that age is $20.64 for each $1000 of insurance. Now, under the usual life insurance policy, you pay your annual premium, and the value of your insurance remains the same. In other words, in five years you pay in over $100, but, should you die, your estate would receive only the thousand.

Under Savings Bank Insurance, however, paying the same amount, $103.20 to be exact, your estate will receive, should you die, $1,109! Each succeeding year this value grows. At the end of 19 years you are insured for $1,529. In 29 years the value has reached $1,982.

Nor is this the only advantage of Savings Bank Life Insurance. You may be thinking, as many do—"A straight life policy may be cheaper, but I have to keep on paying as long as I live." That impression is a widespread one, we'll admit, but it is a wrong one.

Under the plan we are discussing, a man 30 years old may pay his annual premium of $20.64 for nineteen years. During this time he leaves his dividends to accumulate and to purchase what is known as paid-up insurance. At the end of the 19 years, or when he is 49 years old, he may stop all further payments, and be insured for the remainder of his life for $1,016, which sum will be paid to his estate upon death.

Another question that arises in the minds of many is that of a return in money to themselves, in case their dependents should die before them, or if for any reason they wish to get their money back.

Again does Savings Bank Insurance answer the problem. Let us go back to our annual premium payment of $20.64. A man 30 years of age takes out a $1000 policy, paying the annual premium already mentioned. Time rolls along for 29 years, let us say. His children grow up and no longer need the protection of insurance. The man feels that he would like to take things easy now. He is approaching 60, and feels he would like to enjoy himself. During the 29 years he has been paying his $20.64 annually for insurance, which he feels he no longer needs. He would rather have the money.

How much can he get? The tidy little sum of $1,023.11. And how much has he paid in? Exactly $598.56. Not such a bad investment.

For our man 30 years old, the premiums and returns for a $250 policy would be one-quarter of those given in this story; for a $5000 policy, five times the amounts stated, etc.

Any further information will gladly be given you, at Al Smith's office in the Labor Bureau.

VETERANS' SERVICE LIST

JULY

			Yrs.
James J. Geary	7- 9-1883	Paper Mill	45
Elmer H. Bartlett	7-25-1885	Vice-President	43
Thomas Graney	7- 8-1890	Maintenance	38
Martin King	7-14-1892	Maintenance	36
James Hammond	7-14-1894	Paper Mill	34
W. F. Geary	7- 1-1896	Finishing Mill	32
Eric Anderson	7- 2-1898	Maintenance	30
Andrew Mannimon	7-28-1898	Roofing Mill	30
James Hadden	7- 1-1903	Maintenance	25
H. B. Fuller	7- 1-1905	Box Sales	23
Samuel Graves	7-16-1906	Service	22
Chester H. Andrews	7-10-1907	Sales Manager (Box)	21
A. H. Russell	7-27-1907	Purchasing Agent	21
John Graney	7- 8-1908	Box Shop	20
John Lydon	7-24-1913	Box Shop	15
Patrick Costello	7-29-1913	Finishing Mill	15
Marco Michienzi	7- 1-1918	Roofing Mill	10
Marion F. Smith	7- 1-1918	Main Office	10
Enrico Macchi	7- 8-1918	Roofing Mill	10
John j. Conley	7-15-1918	Roofing Mill	10
Anthony J. Capachin	7-16-1918	Box Shop	10
Otto Manniman	7-22-1918	Box Shop	10
Carlo Giametto	7-23-1918	Box Shop	10
Ernest Robinson	7- 3-1923	Power and Steam	5
H. M. Doherty	7- 9-1923	Box Sales	5
Attilio Tronti	7-11-1923	Roofing Mill	5
Dan W. Ross	7-17-1923	Floor Covering	5
Victor Jankowski	7-20-1923	Paper Mill	5
Thelma Patten	7-23-1923	Main Office	5
Frank Vietze	7-23-1923	Main Office	5

Helps for Vacation Picture Takers

AS the little ad in last month's *Review* announced, the Vacation Picture Contest is on.

Several who entered last year's contest have said that a few suggestions on pictures might be welcomed by those who want to enter the contest.

One of the first ones that we would make, then, is that you try out your camera thoroughly before you go on your trip. With the camera unloaded, try out the various stops and shutter speeds, to be sure they are working well. If any of them stick, have the camera repaired.

Be sure your camera is light-tight. Look through it from back to front, with the shutter closed, and the camera held to a strong light. This will show up possible pin-holes in the bellows.

Familiarize yourself thoroughly with the various adjustments on your camera. On the larger Kodaks, these are three in number. One focuses the machine. It is marked off in feet, and should be set according to the distance the camera is from the object.

Some cameras have a universal focus, which removes most of the worry about this adjustment. Be sure, though, that you pull out your camera to the proper place.

Then there is the shutter speed. Remember that the higher the figure, the faster the speed your shutter works—number 25, or one-twenty-fifth of a second is *slower* than one-fiftieth (50) or one one-hundredth (100). Most snaps should be taken at 25. Other stops provide for "bulb" and time exposures. Don't take either of these unless the camera is on a tripod, box, or other support than your hands.

The third adjustment is that of the shutter opening. This is a bit harder to use, and varies with the camera and with the day. Generally speaking, though, you should make the shutter opening somewhat smaller on bright days, and larger on dark days.

A roll of film used in experimenting with your stops will be a good investment, if you are not familiar with them. And don't worry if your camera hasn't many of them. We've seen as good pictures taken with a small Brownie as with a far more expensive machine.

Now as to subject matter. As in last year's contest, the judges will divide the pictures into various groups, according to subject. Such classification gives everyone a chance. If you do not feel that you can take a beautiful water scene, try your hand at interesting groups of people.

Try to get a picture that is different from the usual run. Many "river" pictures, for instance, look almost alike.

Don't think that because you are not an expert, that you haven't a chance. Many of last year's winners were not by any means experts, but they got results that surprised even themselves.

Interior display in the store of J. D. Seiler, Lawrence, Kansas

Be sure to mark each one with your name and a description. Week-end pictures are eligible, of course. The Contest closes September 15.

Running Water is Not Always Pure

WITH a persistence that entitles it front rank among hygienic fallacies, the idea has long clung to the popular mind that running water, if not always pure, will at least purify itself in a dozen miles or so, says a recent bulletin issued the United States Public Health Service.

But this is not true. Even in the absence of intervening pollution, it would be necessary to allow for a stream flow of several hundred miles before a water, once polluted, could regain its pristine purity, according to the bulletin.

Bird & Son workers who plan to camp out, or to take auto trips any time during the summer, should bear the foregoing statements in mind.

If you are not absolutely sure that the water you drink has been passed upon by health authorities, don't drink it unless it has been purified by boiling, or by the addition of a drop of iodine to a quart of the water.

Nowadays most city water supplies are perfectly safe. But in the country such may not be the case. Travelers should be particularly careful of wells and brooks. The quaint "old oaken bucket" and the babbling stream still take their toll of typhoid victims. They may be quaint and pretty, but they are all too often deadly.

Play safe! If you are not sure of the water—boil it, or don't drink it.

Cards of Thanks

I wish to thank the firm of Bird & Son and the many friends among the fellow-workers there whose kindnesses in my recent bereavement will be long remembered.

Mrs. John Hennessey.

Gratefully acknowledging and thanking you for the flowers and your kind expression of sympathy.

H. W. Sears, Jr.

BIRD'S
NEPONSET REVIEW

Vol. XVI. JULY 1928 No. 7

Published Monthly by the Employees of Bird & Son, inc.

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John Hennessey

WE record with deep sorrow the death, on May 26, of John Hennessey, Bird & Son Old Timer. Word of his passing came too late for any but a very brief mention in the last issue of the *Review*.

John had been working for Bird & Son for nearly 38 years. He came here from Ireland, where he was born, and joined the force in November, 1890. He worked first with the yard crew, later in the Waste Water department, then as janitor, and finally in No. 1 Box Shop.

His work through all the years was marked by faithful service and an interest in the company and community. We mourn his passing.

Thanks for Many Good Times

ANOTHER Bird Club season has closed.

We write that with real regret, for it has been the most enjoyable series of entertainments that Bird workers have had for many a day.

We started off, you will remember, with the Floor Covering Night, with Ralph Wight as chairman. This was in the form of a get-together banquet, and it sure did get us going in the right direction. Then came, in succession, the Building and Roofing Night, under George Smith; the New Box Shop Night, with Cornelius Gardner as chairman; Accounting and Purchasing, with Roy Springer at the helm; Old Box Shop, directed by Jim Maguire; Main Mill and Maintenance, Ralph Wilkins, chairman; Sales and Main Office, with Axel Anderson as chairman; the Phillipsdale Outing with Tom Henderson in charge; and we mustn't forget the "extra" night the Floor Covering boys put on.

Through the fine efforts of these men and their assistants we enjoyed banquets, talks, movies, boxing matches, concerts, dancing,—a varied program, with something of interest for everyone.

We believe, then, that the season would really not be complete without a vote of thanks to the various committees who helped to make the most successful Bird Club season ever.

All those in favor will please rise!

It seems to be unanimous.

The "Why" of FB's Safety Record

By the Clerk of the FB Safety Committee

WHAT has been the cause of our wonderful record?

Several explanations have been given why Building and Roofing has gone more than eight months without a lost-time accident. I would like to give mine.

First, I might say that I have been clerk of our Local Safety Committee since 1919. At that time practically all the members of the committee were foremen, and while they were correcting all unsafe places on machinery, and advising their men in a general way, the workers as a whole did not seem to be sold on Safety.

Our first great help for Safety was and is the persistence of our Superintendent. By July, 1925, hourly workers had been added to the Safety Committee in place of those on the supervisory force, until only one foreman remained, and since July, 1926, the committee has been entirely made up of recruits from among the men themselves.

By this arrangement, and by changing half of the members every six months, a large number of the employees have seen the very earnest efforts of the management and of the FB superintendent. They have been sold the Safety idea.

Another point—early in 1925 it was decided to have the foreman appear at the Safety meeting, and explain why an accident had occurred in his department. Later the Safety Committee asked the one injured to appear also. This brought out both versions of the accident, and if preventable, measures were taken at once to remedy the cause.

The foremen, during all this time, were not lost sight of. They were continually having Safety brought before them, and as the employees grew interested the foremen saw a chance to push the idea along.

Still another factor—on August 1, 1926, a bulletin board was put up showing the number of days certain groups had gone without a lost-time accident. After a few weeks this board was watched very carefully by everyone. When a lost-time accident did occur, that group was put back to zero and their record commenced all over again.

Three years ago very few took any stock in Safety ideas, whereas now I do not think there is a single employee who is not trying to be a Safety worker, and those men who have been on the Safety Committee are regular watch dogs for the others.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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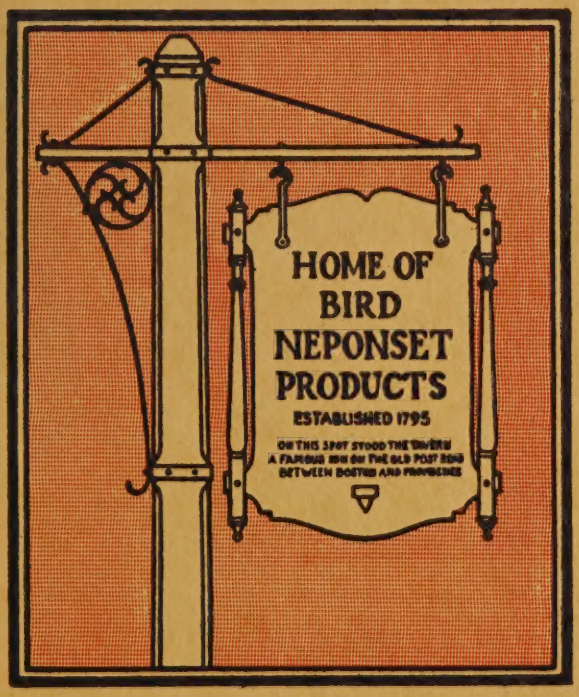
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
PAT.OFF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVI NO. 8 AUGUST 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Box Sales
Manager, CHESTER H. ANDREWS

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Bird and Son Sales Corporation

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Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
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Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI August 1928 No. 8

ONE GR-R-AND AND GLU-HOR-IOUS TIME!

BENEATH smiling skies, and a day that was "just made" for the occasion, the long awaited Outing was held in Francis William Park, Saturday, July 21, from 1 p. m. until midnight.

It was a glorious success.

A well-known Boston playhouse has for its advertising slogan—"Always something doing from 1 'till 11." Which was just the case at the Outing, save that we went them one hour better, and kept going until midnight. From the Doll Carriage Parade which opened the day's events until the final strains of Parky Rogers' Orchestra had faded away, there was truly something doing every minute.

When the big time was postponed for a week on the previous Saturday, owing to bad weather, there was a period of "champing at the bit" and "pawing the ground" on the part of all concerned. None perhaps were quite so anxious as the children. For them the day was a red-letter one, and they didn't care to be disappointed again.

They weren't. For when one o'clock came, everything was ready for them. The first event was the doll carriage parade, in which a dozen or so prim and proud young ladies participated.

The carriages were works of art and the labor of days. The little girls who piloted them were a bit bewildered by the crowd, and wavered a bit from the line at times, but all marched proudly up and down in front of the judges.

It was indeed a hard task to pick winners from the group, but prizes were at last awarded to the following: For the prettiest, Iris May Cooper, who drew a rose-colored reproduction of the airplane "Friendship"; for the funniest, Ruth Kelley, dressed as a colored mammy and watching with solicitous care over her pickaninny; and for the most original, Priscilla Morse, who, dressed as an old-fashioned girl, wheeled a carriage that is over 50 years old, in which reposed a doll more than 70.

The youngsters received their prizes with becoming dignity, and then submitted to the tortures of picture and name-taking by the gentlemen of the press.

It was a pretty and an encouraging start for the day's events.

But in the meantime the clarion voice of George Wallace, official announcer, had informed the older boys and girls that the athletic events were under way, and there was a rush for the roped-in area where the events were to be run.

Katherine and Beryl Maguire, "runners up" in the Bathing Beauty Contest. Photo Nahatan Studios

These occupied the attention of the young folks from 5 to 15 for the better part of an hour. There was a baseball throw, three-legged races, bottle filling race, run backwards race, and several others.

The winners of these events were as follows:

Baseball throw: John Tracy, first; John Baltadonis, second. Sack race (8–10 years): Angello Russo, first; James Chisholm, second. Sack race (5–7 years): John MacLeod, first; Wanda Giegle, second. Run backwards race: Louise Geary, first; Nellie Pazniokas, second. Three-legged race (5–7 years): Robert Burrell and Joseph Baltadonis, first; Robert Cobb and Edmund Giegle, second. Three-legged race (8–10 years): Annie Okulovich and Stella Okulovich, first; Wanda Giegle and Alice Golding, second. Bottle-filling race, Annie Okulovich, first; Josephine Wronski, second.

Prizes of roller skates, tennis rackets, and many other good things went to the first and second place winners in each of these events.

The excitement of the races had started young appetites a'rarin', and soon the refreshment booths were beseiged by a horde of youngsters, bearing the tickets which entitled them to an ice cream

WINNERS IN CHILDREN'S EVENTS

Center: Doll Carriage Parade; Winners in foreground, Ruth Kelly, Priscilla Morse, Iris May Cooper. Inserts; top left, Nellie Pazniockas, 2nd and Louise Geary, 1st, Run Backwards Race; top right, Annie Okulovich, 1st and Josephine Wronski, 2nd, Bottle Filling Race; lower left, Annie and Stella Okulovich, 1st and Wanda Giegle and Alice Golding, 2nd, Three-legged Race 8-10 years; lower right, Robert Burrell and Joseph Baltadonis, 1st and Robert Call and Edmund Giegle, 2nd, Three-legged Race, 5-7 years.

cone. Obtaining this, they then visited the balloon stand, and surrendered a second ticket for a free balloon. And as a final gift, they journeyed over to the pony track for a ride.

By this time Milo Burke's Band from Brockton had tuned up and swung into the first of two enjoyable concerts which it furnished during the day. The crowd had begun to grow in earnest, and many were gathered in the shade of the trees surrounding the beautiful Music Court.

But once again the voice of the announcer sounded, and a solid square of humanity packed itself around the roped-in place on the huge playgrounds to watch the tug-of-war teams.

Picked huskies from the several mills lined up, the anchor men were lashed into their harness, the bell sounded, and for a one-minute round, one team tried to pull the tell-tale notch on the iron bar in the center of the rope farther than the other team.

There's really not much action to a tug-of-war by itself, but excitement enough was furnished by the rooters who urged their men on with frantic yells and gestures, and by the crowd, which caught the spirit, and hollered like mad for one team or the other, or both.

After several rounds, the Floor Covering team was adjudged the winner. The members: Foley, Monahan, Fournier, McHugh and O'Toole.

Here came a brief respite, during which the attractions tuned up in earnest. The dart game, balloon game, cane toss and all the rest of them tested the skill and the eagle eye of crowds that besieged the various booths in one grand onslaught. The bell of the try-your-strength hammer clanged intermittently as someone with a strong arm, or the knack of hitting just right sent the travelling knocker or hammer or whatever it is soaring up to the top.

Then yet again came the call of the announcer, and the young folks sent up a whoop and a holler, and tore for one corner of the playground where the first Punch and Judy performance was to be given. There they found the old familiar (to the oldsters) booth, and there they sat entranced while Punch went through his time-honored antics, coming to his usual bad end at the hands, or rather the capacious maw, of an exceedingly enjoyable and realistic alligator.

The ponies were now furnishing thrills also, and boys and girls alike took the opportunity to ride the little fellows to their heart's content.

But, like the weather which is always with us, and about which apparently nothing can be done, the ever-present announcers tuned up again to let the people know that the group picture was about to be taken. And so, to the accompaniment of the usual remarks about breaking the camera, we submitted to the ordeal. Quite a number found the booths, ponies, etc., more attractive, and didn't get in, so the big picture doesn't show all of us by any means.

The parade to the Athletic Field went off all right except that it was hind-end-before, with the crowd going first and the band following after. Howsoever, such minor errors were lost and forgotten in the good times of the day.

The greater part of the crowd now shifted itself to the Athletic Field where further excitement was in store for them. The Bird nine made the day more perfect by defeating the Dorchester Twilight League Team. The story of the game appears elsewhere.

In the meantime—many things happened thus—the five-mile run had started, with a dozen or more entries. Off they went on the long grind, six times around the block, around the field two and a half times, finishing in front of the grandstand.

Arthur Beck of Sharon finished first, with Carl Hyti of Norwood right behind him. Time of the winner, 30 minutes, 42½ seconds. A large silver cup was awarded to the winner.

And right here we want to pay tribute to a most remarkable youngster—John Payne of Norwood. This little fellow, unnoticed at first in the crowd of entries, kept plugging along all by himself, without a shadow of a hope of winning the race, but with the idea firmly fixed in his mind that he was going to run that five miles. And run it he did, coming across the finish line to the appreciative roar of the crowd, running as easily and surely as he did at the start. John is scheduled for great things—or that's our opinion, at any rate.

With the close of the ball game came the races and events for those over 15 years of age.

The prizes in these events, awarded to first and second place winners, included belts, flashlights, cigarettes, compacts, and candy. The winning relay team received a special prize of a silver cup for each man, presented by Philip R. Allen.

The 100-yard dash was the first event, and was won by Bob Turner. Louis Coburn was second. Time of winner, 10.3 seconds.

The 440-yard run was won by Louis Coburn, with Bob Turner second. Time of winner, 1 minute, 11 and one-fifth seconds.

Next came the balloon blowing contest for girls. Ten young ladies were given limp rubber balloons, with instructions to blow them up until they

The four tug-of-war teams. Top left, Phillipsdale; top right, Main Mill No. 1; lower left, Main Mill, No. 2; lower right, Floor Covering

Winners of the five-mile run: left, Beck, first; right, Hyti, second

burst, and then to run 25 yards. The girls lined up, and at the crack of the gun, they blew. From a distance it looked easy, but it took a lot of air to stretch the pesky things until they burst. When they did, with a somewhat startling bang, several of the contestants didn't get going right away. But among those that did, Muriel McDonald finished first, and Dagmar Peterson, second.

The men were given an event again, and the contestants lined up for the mile run, four times around the field. Hugo Salaamen of FFR romped home first, and James Smith was second. Salaamen's time, 6 minutes, 2 seconds.

Back we went to the girls again, this time for the hoop rolling race. Girls and hoops were sent to the far end of the field and had to run back 100 yards, keeping the hoop upright all the way. Some of them had lost this childhood knack, but others had not, and the finish was close. Bernice McKea was first, and Muriel McDonald, second.

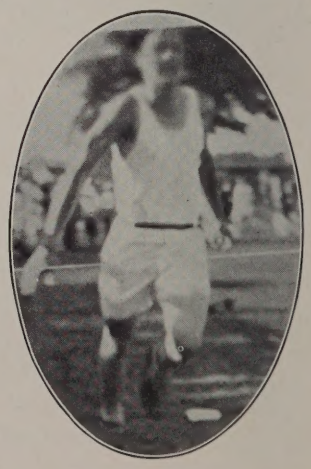
The relay race between the team from Phillipsdale, Main Mill, the Norwood Plants, and the Office, proved highly exciting.

As the various men did their half a lap at high speed, the lead shifted first to one team and then to the next. A thrilling finish was judged a dead heat between Phillipsdale and Floor Covering. A toss was decided upon by the captains, which Floor Covering won. The Floor Covering team members were Hildreth, Peter Clem, Frank Clem, and Turner.

Men and girls having had events separately, both were now given a chance to show their stuff at the same time in the surprise race for married couples. This event had been kept a deep, dark mystery, and few knew what it was all about. Ten men were lined up on a line with home plate, and were given shoe boxes carefully done up, and with no clue available as to their contents. The ten wives were lined up at second base opposite their respective husbands, and were given written instructions as to what to do when and if their better (?) halfs (or halves) reached them. The men were told only to run like time with the boxes toward their wives, when the gun was fired.

They did. Arriving at second the men turned over the boxes to their wives who, obeying instructions opened them up and extracted therefrom a dress, which the men thereupon put on to the wild enjoyment of the crowd and their own embassassment. Next the wives took the cigarette and matches which had been provided, gave the cigarette to their husband, and then attempted to light it. When this had been done, both tore madly for home plate again.

This hilarious event was won by Mr. and Mrs. M. J. White with Mr. and Mrs. Richard Harper, second.



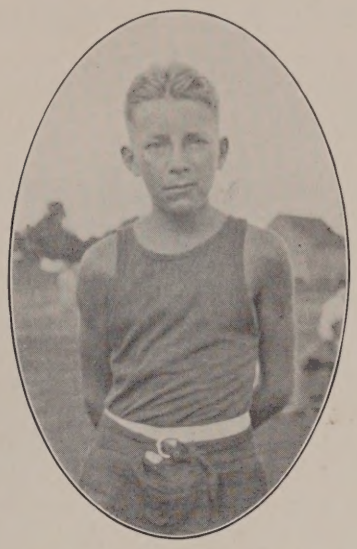
Above; Bob Turner, first in the 100 yard dash
Right; Coburn wins the 440

Rose Chaffee gets the "Miss Neponset" cup from Jim Maguire Photo Nahatan Studios.

The crowd now shifted back to the Park, to view the Bathing Beauty Contest. Rose Chaffee of East Walpole was awarded the cup as "Miss Neponset," with the two children of Jim Maguire, Katherine and Beryle, receiving honorable mention and a roar of applause.

Followed here another respite and a second band concert, but most of all a period of stoking in the good things that the various refreshment booths had to offer. Several running miles of hot gods were consumed, accompanied by countless rolls, mountains of ice cream, acres of cheese and seas of soda-pop. It surely was a hungry mob.

Milo Burke and his concert band now received more attention than they did during the excitement of the afternoon, and their excellent work, especially the cornet solos, rendered by Mr. Burke himself, were heartily appreciated and applauded.



Here's that "boy wonder"—John Payne of Norwood

Then darkness fell, and with the passing of the last faint glimmer of interferring daylight, the opening bomb of the fireworks display went soaring up to burst with an ear splitting crash that announced to the world at large that something was about to happen.

Something did. Marvellous set-pieces were displayed, beautiful rockets burst aloft, all to the accompaniment of "oh's and ah's from the assembled multitude. A grand stand finish of noise and color and a set piece of Old Glory closed the exhibit.

Tired but happy, many of us then wended our homeward way, but some were not yet wearied and crossed to the Bird School Hall to dance the next few hours away.

And that's the story of the Outing.

At the start of the big blow

Muriel McDonald, first across the line in the balloon race

A VOTE OF THANKS IS DUE THESE COMMITTEES!

THE success of the Bird & Son Outing was due to many factors, but chief among these was the good work done by the various committees, working under the auspices of the Bird Club, Old Timers' Club and Employees' Mutual Benefit Association.

These committees were as follows:

General Committee

Benjamin D. Rogers, chairman; John J. White, Harry A. Dresser, representing Bird Club; Philip H. Bailey, Andrew C. Urquhart, Eli L. Chamberlain, representing Old Timers; Stephen W. Smith, Halburton Dobbins, Albert W. Smith, representing E. M. B. A.

Reception Committee

Philip R. Allen, chairman; Elmer H. Bartlett, George R. Wyman, Herbert H. Miller, George D. Dutton, George C. Lee, John R. Macomber, Howland Twombly, Charles S. Bird, Jr., Mrs. Charles S. Bird, Jr., Mrs. Margery Bird, Ralph M. Wilkins, John H. Smith, Spencer B. Montgomery, Richard C. Floyd, Charles W. Conrad, Edwin M. Lines, Ralph M. Wight, Chester H. Andrews, H. Eugene Sawyer, Allen H. Russell, Donald A. Chase, Axel H. Anderson, James B. Maguire, Thomas G. Henderson, Eugene L. Connolly, William F. Hale, William B. Rogers, Jr., Benjamin D. Rogers, John J. White, Harry A. Dresser, Philip H. Bailey, Andrew C. Urquhart, Eli L. Chamberlain, Stephen W. Smith, Albert W. Smith, Halburton Dobbins, Paul A. Guttormsen, Willard F. Hicks, Rex Salisbury.

Publicity and Printing

Spencer B. Montgomery, chairman; Frank R. Meyer, Albert S. McGunigle, David S. Lowry, Herbert A. Schaier, Theodore L. Southack, Jr., William J. O'Donnell, Herbert L. Badger, Russell L. Tupper.

Attractions and Midway

James B. Maguire, chairman; David A. Fiske, Richard J. Stoddard, Joseph A. Sheehan, John J. Burke, Eric Ecklund, John Locke, Arnold Schaier, E. Scanlon, George Daisy, Cornelius Gardner, Stuart V. Nickerson, Harold E. Fuller, Richard W. Winn, Francis Donlan, John Ford, Charles Mutch, John Walsh, Vaughn Lowerison, Herbert G. Johnson, Frank Sutherland, Arthur V. Wilson, Oliver C. Turkington, Harry Tower, William Downing, Patrick J. McDonald, Francis Bannon, Edward Geraghty.

Entertainment and Music

Harry A. Dresser, chairman; Patrick F. Rogers, Edward Downey, Florence Steven, Carl Schaier, Louis E. Tarr, Maude E. Kaler, William S. Jackson, Roy A. Springer, Fred B. Duncan, Stephen W. Smith.

Sports

Albert W. Smith, chairman; William B. McLauchlan, Howard White, William F. Geary, Richard C. Floyd, Charles Rafuse, William F. Sline, Howard Whitney, Edward Hall, Ralph Farris, Edward Murphy, John Curran, Frank Clem, James E. Dine, Roy Cooper, John White.

Children's Committee

Welthea Smith, chairman; Clara Burke, Mary Driscoll, Dagmar Peterson, Eleanor Whitehead, Arabelle Bridgham, Catherne Geary, Bertha Broadley, Muriel McDonald,. Ernest W. Coleman, Edward Hiller, Arthur D. Colburn, William C. Maxwell.

Refreshment Committee

Samuel W. Gladding, chairman; Harry Mann, George Smith, Ray Call, Marshall Lee, Aubrey McLellan, Arthur Mellin, Larry Doane, Frank Massey, Theodore Maddern, Clarence Tileston, Charles Bean, John J. White, Albert Jenkins, Edgar Tarr, John Geraghty, Clarence Hagman, Harold Murley, Frank Eisner, Alden Boothby, Ambrose Fitzpatrick, Frank Murphy, Tom Timmins, Frederick McKee, Henri Davenport, John Clancy, Eustice Merrill, Fred Kinsman, Victor Burrell, Nelson Bartlett, Leroy Fullerton.

Souvenirs

Michael J. Hawkins, chairman; Benjamin Taylor, Howard Everett, Miah Coughlin, Frank Smith, Samuel Kay, William Downing, Eugene Connolly.

Tickets

Leo Bernier, chairman; Marshall Lee, Wesley Beaulieu, Axel H. Anderson, Henry Morgan, Henri Davenport, Thomas Wright, John Burhoe, Josephine Brimner, Veronica Makawich, Mary Hickey, Margaret Corcoran, Mrs. Gladys Harper, Hazel Crandall, Mary Bannon, Eleanor Whitehead, Sophie Ciglaski, Flora McDonald, Nellie Patinsky, Nellie Shergals, Helen O'Kane, Ida Phillips, Katherine Kane, Mary McDonough, Mary Geary.

First Aid

Ruth Arel, chairman; Dr. H. M. Field, Frank Fisher, Charles Watson, Marion Bean.

Grounds

Andrew C. Urquhart, chairman; Herbert Jepson, Charles Littlefield, Dimon Merrill, Frank Whitehead, John Maitland.

Parking and Trucking

Maurice Tarr, chairman; Herbert Stott, Kenneth Dresser, John Burhoe, Frank Eisner, Gilbert Whitehead, John Robertson, Guy Hoyt, John Andrews.

Special Note

Every effort has been made to include here all who did active work on committees at the Outing. If any have been omitted, it is through oversight, and not by intention.

Eight Bird Workers at Devens

EIGHT Bird & Son workers were among those who attended the C. M. T. C. Camp at Devens last month. All report a fine time, with plenty of hard work, and some of them had blisters to prove it.

It couldn't have been too strenuous for some, though, for Clarence McGlashing, who served as a cook, put on 11½ pounds while he was at camp, the greatest increase in weight among the 126 men who ate at the G-H Company mess. It pays to be a cook.

The 26th division was reviewed four times during the stay of these boys: by General Foote, by Major-General Preston Browne, by General Edwards, and by Governor Fuller. The boys did MP duty the day Governor Fuller reviewed the division, and Sergeant Webber, stationed at the reviewing stand, received a hearty handshake from Lieutenant-Governor Allen, who also visited the company at the barracks.

Those who attended were: Private David Boyden, Private George Keddy, Private Douglas Rafuse, Supply Sergeant Eliot Webber, Corporal Lawrence Gammell, Corporal John Cook, First Sergeant Frank Tohosky, Cook Clarence McGlashing, Second Lieutenant James Hanley.

Bird Team Defeats Dorchester 7-2 in Snappy Outing Game

Bird's in the field, Dorchester up—at the Outing. Photo Nahatan Studio

THE BIRD & SON BASEBALL TEAM gave more than ordinary aid in making the Outing a success when they trounced the Dorchester Twilight League Team, 7–2, in nine innings of snappy ball.

While Dorchester scored first, Bird's tied immediately and then went ahead, and were never in trouble for the balance of the game.

There were many stellar plays during the contest, but two stand out as being particularly good. One of these thrillers came when Duncan of the Bird team made a running catch of Cleary's "sure-hit" drive, and then whipped the ball to first for a perfect double, retiring Gill, who was on base.

Dorchester contributed the other. Cahill, third baseman for the suburbanites, was the hero. Slavin of Bird's was on base, and Oakes was up. "Irish" found one to his liking, and slammed out a sizzling liner, not more than two feet from the ground, just inside of the third base line. Cahill made a remarkable diving catch of that hot one, and zipped it across the diamond, for a double play.

The game was marked by plenty of hitting. Bird & Son made 13 hits and Dorchester, 10.

Fred Duncan had a perfect day. In four times at bat he collected two doubles, one single, and a sacrifice. Vietze hit safely two out of three times up, and Hurley, three out of four.

Dixon, Bird pitcher, was in fine fettle. He struck out five Dorchester batters, and kept the hits of the others so well scattered that they created little damage.

Dorchester opened the scoring with one run in their half of the first. Bird's came right back and tied the score in their half

Then the home team proceeded to gather two runs in each of the next innings, making the score at the end of the third Bird's 5, Dorchester, 1. There was no more scoring until the seventh, when Dorchester got a run across on an overthrow. Bird's again came back in their half with two runs, making the tally 7–2, where it remained until the game ended.

All in all, as nice a game of ball as has been seen on the field for some time. The entire Bird team were on their toes, and furnished Dixon with first-rate support, and the crowd with first-rate baseball.

CAN YOU FIND YOURSELF, YOUR FRIEN OR YOUR FAMILY IN THIS BIG GROUP?

IF YOU T PERHAPS
YOU WIL VE BETTER
LUCK IN OF THESE
TAKEN RING THE
BAL AME

Prints o photos—
The big group the smaller ones
75 cents. May ered through the
L reau

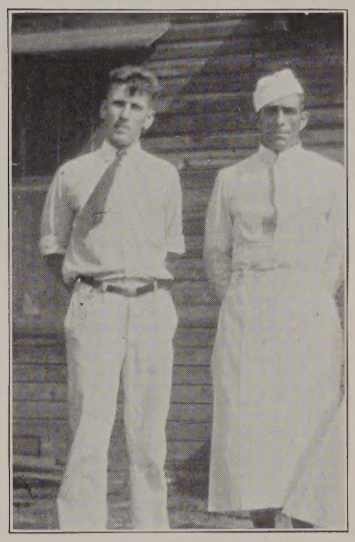
Notes From Plants and Offices

MAIN OFFICE AND SALES

Those of RC who enjoyed some of the big Columbia River salmon which was shipped from Seattle to Anna Roundy for the Fourth of July, pronounced it "licking good." All join in thanks to B. W. Davis, our Seattle representative.

We are all glad to see Alice Keliher back again with the old pep. Now we're anxiously looking for Anne's return.

Katherine Dowling is back from her vacation.



Here's Clarence McGlashing, DMP, (at right) as he looked at Camp Devens recently

Hannah Flavin spent the first week of her vacation at home, having her tonsils removed. Not that it took a week to do it, but it used up a week, anyway, if you get what we mean. She is doing nicely now, though.

The CF girls enjoyed a weenie roast during the month at Knaus' Grove. Catherine Broderick ate so many dogs she couldn't drive home, while Bet Lamore and Peg Owens had a contest to see who could eat the most. They came out even, both consuming seven dogs. After swimming and boating, all were glad to sign off for a week.

Eddie Johnson was a welcome visitor around the offices during the month. He looks great, and seems to be going the same way.

CE welcomes two new men, two Bills, in fact—an O'Donnell and a Ford. Here's a "good luck" for both of them.

Among the CE vacationists: Sabina Costello, at Asbury Park, N. J.; Thelma Patten, who motored as far as Bangor; May Walsh and Helga Peterson; George Towle; Alice Field, at Lincolnville, Maine.

Among the vacationers in the "A" departments: Anna Fcklund, Cape Elizabeth; Hope Spiers, Provincetown; Catherine Martin, Brant Rock; Marion Tolman, short trips; Joe Erker, New Pond.

PAPER MILLS

Herman Barker and Frank Nyborn have been transferred from the Central Laboratory, PL, to the Main Mill Laboratory, PML.

Malcolm Haskell motored to Ocean Park, Maine, two week-ends during July.

Earle Davis spends his summer week-ends at North Conway, N. H.

Eugene Connolly has a cottage at Silver Beach, Falmouth, for the month of August.

During his vacation, according to reports from reliable authorities, John Maguire, from force of habit, slept all day, and made short trips at night. He took in all the ball games, however, and he seems to have all the player's numbers down pretty well.

Some vacations: Tony Yuhasky, New York; R. Powers, White Mountains; Jack Fitzgerald, Old Orchard; Dave Fitzgerald, short trips.

DMT welcomes Bill Poulosky, our new tractor driver.

Martin Kane has been out sick, but we hope to have him with us soon again.

Tony Feeney spent the week-end at Wells Beach, Maine.

Jimmie Smith, John Linnehan, and Walter Sword are also among last month's vacationers.

Herman Nordstrom is among those still loyal to Old Lizzie. But as good a car as she is, Herman, she won't run without gas.

The Bergstrom brothers, Louis and Clarence, spent two weeks last month with the U. S. Marines at Quantico, Va.

Sunburn is in the air. It was very much in the air the other night around Mike Burke's house. Seems that Mike had acquired quite a burn, and had headed for the cold cream jar to put some on to relieve the sting. But the room was dark or something, and instead of the cold cream Mike grabbed a jar of Musterole, and slapped on a handful or so right where the burn was hottest. About three seconds later local residents thought someone had tied down the fire whistle. Mike recovered.

Engineering

As we go to press Sam Kay is debating whether or not he will enjoy the breezes at Pinehurst, North Carolina, or the scenery at Moosehead Lake, Maine.

We wonder just how long it will take Bill Reardon to smoke the cigars he won at the Outing. At driving nails Bill was in a class all by himself. In fact, if he had had the same amount of success at the other stalls, the entire project would have been ruined.

Harold McNeeley spent a most enjoyable week at St. John, N. B., during the month.

Flo Steven, SM, reports having had a great time on the first week of her vacation. Flo intends to take the other week later at Old Orchard. Let us hope the mosquitoes and ants are not quite as vicious up there.

We are all very sorry to lose Axel Swanson, EMW, who is leaving us to go back to Sweden, where he intends to remain permanently. We wish you a safe voyage, Axel, and should you change your mind about staying in the old country, we will be glad to see you around again.

Joe Eppich is now deputizing for Flo Steven in SM.

Brenton Steele and Albion Gottberg have been out on vacations.

Other vacations: Charlie Rafuse and family, Canada; Bobby Hood, the Cape.

Jack Burhoe vacationed at home.

Andrew O'Malley is taking a real vacation in the form of a leave of absence to go back to the old country. He will make his headquarters in County Galway.

Pat O'Malley is also on vacation.

Phillipsdale, R. I., Mill

Manuel Perry is building an addition on his house here in East Providence.

We welcome this month Francis Hall, who has started on the machine, and James Stewart, who has started in the boiler room. Francis Hall was with us some years ago.

DPM has recently acquired a new 8-inch pipe machine.

After waiting six months for a Ford sedan, Clarence Pierson finally bought a Moon coach.

Henry Phelps, Lloyd Allen, Alec Homenick, William Livingston, Hugh Treacy, and John Nolan have all or part of their vacations this last month. The following men have taken their week given them under the service vacation plan: Tony

Sousa, Jimmy Gigerella, Joe Perry, Sebasteado Martians, Tom O'Holleran, Jimmy Blessing, Tixy Billings, Charlie Denneny, and Mike Kurda.

After Leslie Howard had started on his vacation we heard that he was on his honeymoon. He and Miss Mary Barton of Warren, Rhode Island, were married on Monday, June 18, and they spent the rest of their vacation seeing Niagara Falls, Watkins Glen, Washington and Atlantic City. We wish them both the best of luck and happiness.

BOX FACTORIES

Joe Keefe was a recent contestant in a prize waltz at Crescent Park, R. I. Joe and partner finished second. Better luck next time, Joe.

Wilmer Wiggin spent his vacation near Concord, N. H.

George Towle spent a week of his vacation going over the road by auto to Delaware, and spent the other week in New Hampshire.

We welcome two new workers in DVX1, John Hunter and Patrick O'Toole.

Robert Morse is on his vacation, and plans to spend it visiting Niagara Falls and Canada.

Kenneth Towle went on a fishing trip to New Hampshire recently, and reported catching only one pickerel.

BUILDING AND ROOFING MILLS AND OFFICE

We are glad to welcome our new buddy, Henry Smith, to FBM.

Patsy Riordan spent his vacation on his Pleasant street estate.

Eli Chamberlain sends an open invitation to all the boys to visit him at Mattapoisett. Bring your own lunches.

John Mattson spent his vacation with his family picking blueberries around Walpole and Sharon.

John Walsh is staying up nights with his Atwater Kent.

Ralph Kolseth has returned to work, looking better for his stay at Kennebunk, Maine.

Arthur McKenna has been transferred from inspector on FBP to FBSM in charge of stores.

Bill O'Donnell has gone from FBSM to the Sales, and we are wishing him the best of success in his new position.

Mr. Pratt is back on the job. His vacation at Falmouth has done him much good.

FBF welcomes a newcomer, Clifford Walton.

More vacations: Bill McLauchlan, Pocassett; Tony Milus, here and there between Norwood and Revere; Gus Bartaska, Montreal and way stations; Dick Stoddard, Eastport, Maine (and by the way, Dick sent back one post card of every style on sale in that vicinity) Mike Mohan, Middleton; Euege Donicelli, at home.

Chicago Mill and Office

Mr. Morman was out several days during the month on account of illness.

L. H. Freeman served on the first special jury investigating the recent election ballot fraud in Chicago.

Vacations: Leaving, O. B. Schreen, motor trip through the East; Herman Kleinow, L. Droege, Herman Polock, Helen Ballough, William Calder, all at home. Returned: E. J. Moore, short motor trips; W. J. Breback, Northern Wisconsin; C. J. Perrizo, New York, Philadelphia, Atlantic City, Manhassett, L. I.; M. F. Meyer, Michigan; J. A. Bartlett, motor trip to New York state. Away at present: M. Andres, Wisconsin; V. Zimmer, Wisconsin; E. H. Jansen, Canada; A. Alexander, Chicago; W. Eby, motor trip to New York; Marge Thompson, Buffalo, Detroit, Niagara Falls and Mackinac Islands; Z. Scott, Evansville, Ind., and Golden Gate, Ill.; T. Ecklund, La Porte, Ind.

Mae Andres and Vi Zimmer acted as bridesmaids for their sister when she was married in Milwaukee, Wednesday, July 18.

Harry Clark of Des Moines spent several days in the office here.

Harry Brandau, Jr., son of our Traffic Manager, is helping out afternoons in the printing department.

We are glad to have Anne Pollock and Mrs. Lampton with us again.

Earle Clark spent a few days in Duluth with the Iron Range Roofing Co.

Bill Wilson has just returned from a trip with Mr. Cox and Mr. Wixted calling on dealers in Oklahoma, Colorado and Kansas.

E. A. Tuscher has resigned his position with Bird & Son to enter the printing business.

We were pleased to hear that Bert Hindmarsh of the Floor Covering department is rapidly recovering from his operation.

Our deepest sympathy is extended to Mary Lewer, whose mother died early in the month.

B. Cozzi is back on the job after being confined to his home for a week due to a minor accident.

FLOOR COVERING PLANT AND OFFICE

Francis Rose of FFB is sporting an Essex Coach.

Jim Garner has returned from his vacation spent at Deerfield, Mass. He reports that fishing was poor.

Warren Dyer is now safety man at FFV. We're Warren you boys, watch your step!

Al Hayward spent a few days during the month with his folks up north.

Ed Downey is out with appendicitis, but is getting along nicely. Hope to see you back soon, Ed.

FFV welcomes Leon "Smickels" Smeltzer, who is putting lots of pep in our nine.

Al Winslow has gone in for baseball, and we expect great things of him.

Bob Farris is now living on Roosevelt avenue, and has a fine home, too.

Charlie Miller is back after a two weeks' vacation.

Frank Tohosky spent two weeks at the CMT Camp.

CHICAGO OFFICE

July, the month of vacations and golf days, is upon us. All the medals for outstanding performaces go to B. I. Hindmarsh, who celebrated the Fourth of July by being cut up for appendicitis. He is getting along very nicely, we are glad to state, and will finish his recuperating at Gull Lake, Michigan.

Alice Cosgrove is spending her vacation at Cabin Lodge in Northern Wisconsin. We hope she brings some snap shots back of herself in her new riding habit. They'll be in the next *Review* if she does.

Marie Lester spent her vacation visiting surrounding lakes, including Cedar Lake, Fox Lake and Flint Lake.

Mary MacWade spent one week of her vacation at their summer home on the Fox River. She spent the other week in the city and from reports there aren't many shows she didn't see.

Florence Wittleder spent her vacation driving through Wisconsin and Northern Michigan. Had we offered a prize for the one returning with the darkest coat of tan, it would probably have gone to her.

L. J. Sullivan reports a very pleasant vacation spent at Mackinac, Michigan.

G. R. Groendyke came into the office on his way to Canada. He wore a bright smile and white suit and promises big business in the fall.

R. W. Westcott went East to bring home his family who have been vacationing at Mattapoisett on Buzzards Bay. He will spend a part of his vacation there before returning.

We don't know whether it was the call of the South or the call of the open road that prompted Ralph Duvall to take a flying trip to St. Louis. The traffic officers were evidently away celebrating the Fourth of July because he apparently came and went without any court sessions for speeding. Knowing Mr. Duvall as we do, this is remarkable.

ATHLETICS

WITH the baseball season in full swing, the Bird & Son nine is well out in the lead in the "Tri-Town" League, having won eight games and lost but one to date (June 25).

Two new men have strengthened the pitching staff, Winslow and Bradley. Winslow has played for several teams in Newton, while Bradley is a Cornell man, working here for the summer.

The game July 12, Bird vs. Curity, was won by Bird, 8–2. Curity was greatly weakened, and was forced to use three pitchers. Malloy started in the pitcher's box, and was relieved for three innings by Winslow, who was given a chance to show his wares. He made a fine showing.

It was a heavy hitting game. Bird's clouted 13 and Curity 5. Oakes had a perfect day, with three hits out of three times up. Bullet White, hit three out of four times at bat. Slavin banged a home run with Malloy on base.

The next game was another victory for Bird's, when they defeated Norwood, 4–3. The other new pitcher, Bradley, was given a chance in the box. He allowed but three hits, and struck out eight men. Vietze, Malloy and Ecker were heavy hitters for Bird.

On July 19, Bird's won another, this time from Canton to the tune of 10–6. Poor ground conditions around the pitcher's box spoiled the game somewhat, but it was not a poor contest by any means.

The third inning was a marathon for the Bird players. Winslow, the first man up, hit safely, and, following him, every man on the Bird nine got a run before any outs were made. The slugfest included two three-baggers and seven singles.

Winslow, Malloy and Graney pitched.

Girls' Tennis Under Way

Drawings have been made for the Girls' Tennis Tournament, which is to be a "Bumper" contest, similar to that run by the men. Play will have started by the time the *Review* is out. Prior preference on courts 1 and 2 after 5 o'clock has been given to the girls, until the new courts, Nos. 5 and 6, are completed. When these are finished, they will be reserved at certain hours for the Girls' Tournament only.

Following are the original drawings for the tournament:

Group A—Elizabeth Connolly, Sophie Ceglarski, Bertha Broadley, Alice Clem, Anna Smith, Flora MacDonald, Helen O'Kane, Louise Percy.

Group B—Eva Gifford, May Walsh, Julia Clem, Katherine Broderick, Mildred Saitz, Margaret Delaney, Margaret Owens, Gertrude Bataitas.

Group C—Catherine Dowdie, Nellie Shergals, Margaret Breen, Anne Brennan, Martha Clem, Olevine Tetrault, Congetta Civale, Elizabeth Lamore.

Group D—Dorothy Hartig, Gertrude Smith, Agnes Kelliher, Helen Curran, Veronica Honahan, Ann Mahoney, Genevieve Pare, Nellie Patinsky.

Men's Tournament Going Strong

The newly finished courts on Walcott Avenue have been opened, and are reserved for the use of Walpole Tennis Club members only. Dues in the Club are $2 per year. Each member is furnished with a key to the courts, which he may use at any time, except during tournament play.

The Men's Bumper Tournament is in full swing, and changes in the group standing come almost daily.

The Francis William Bird Trophy

A tennis trophy has been offered by Charles S. Bird, Jr., to be known as the Francis William Bird Tennis Trophy.

The winner of each annual singles tournament will have his name inscribed on this trophy and will be allowed to retain it until the next annual tournament. Each year this trophy will be played for under the rules of the Tennis Committee. A replica of the trophy will be given to the winner for permanent possession.

The first tournament in competition for the Francis William Bird Trophy is already under way. Twenty-eight players have entered, and are fast completing the first rounds. The semi-finals are scheduled to be completed by August 18.

The tournament is in charge of the Francis William Park Tennis Committee: Maurice Tarr, chairman; Frank Reynolds and Donald A. Chase.

Progress of the play will be announced in the *Walpole Times*, *Norwood Messenger* and *Neponset Review*.

Following are the original drawings in the tournament:

Frank Clem, Eustice Merrill; Donald Chase, Albert S. McGunigle; Cornelius Gardner, Winslow Prescott; Ralph Kemp; Carroll Smith, Horace Hart; John Bradley, Peter Clem; Maurice Tarr, G. M. Prescott.

John Patinsky; William Maxwell, John Prescott; John Foster, Clarence Tileston; Donald Kirkpatrick, Arthur Mellin; John Mack; Thomas Wright, Fdgar Tarr; Gerald King, Dwight P. Colburn; John Saulen, Frank Reynolds; Carl Clem.

SUGGESTIONS

THE following suggestions were accepted at the July meeting of the Committee:

Bench marks for new work	L. P. DesJardins, EF.
Improved sample rack in FX3	Henry Dowdie, FXT
Protect roll winder in FXR	John Ford, FXR
Change depth of 33-inch flower pot cases	Arthur Hassler, DVX2
Longer tapes on FXRM35	Guy Hoyt, FXR
Use mill water at grinder in tool room	Martin King, EMP
Rollers at end of guides on lid rotaries	Aubrey McLellan, FXR
Trap door near winder	John Madeiros, DPP
Fill in corner of beater rim	Herman Nordstrom, DMP
Protect pipe covering on steam regulator	J. M. Smith, EMP
Routine for washing clamps.	Walter Sword, FFM
Change window at FB12	John White, FBM

Larimore's

TO MANAGE LOCAL RESTAURANT

THROUGH the efforts of Mr. C. O. Littlefield of the Walpole Home Building Company, Inc., the J. T. Larimore Company of Foxboro, Massachusetts, has been prevailed upon to manage and operate a restaurant on the premises for some time occupied by the Tiot Lunch in the Bird Hall building.

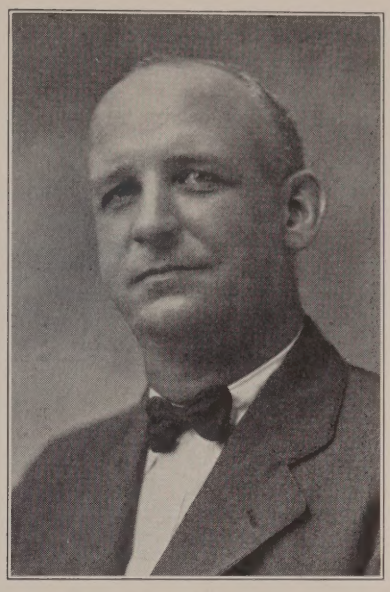
The J. T. Larimore Company has been making a most spectacular contribution to the eating business by bringing to rural communities the conveniences and standards of metropolitan eating places. The Company, in establishing dependable eating places, serves not only the respective local communities in which they operate, but meets a justified demand of the transient motoring public for dependable food and a high standard of service.

For the past year the Company has operated a most successful dining car at Foxboro Common. This particular establishment has built up a patronage from a radius of many miles because of its efficiency, atmosphere, the quality of its food and the character of its personnel. The successful operation of this diner has resulted in the Company commencing construction at North Attleboro of a double dining car unit of magnificent proportions. This establishment will be the operating headquarters of the Company and will supply and control such other units as Foxboro and our own local restaurant.

When commenting upon the development of the East Walpole restaurant Mr. Larimore said:

"We felt complimented when we were called upon by representatives of Bird & Son, inc., with the request that we assume management of the restaurant which serves the needs of its fellow workers and fellow townspeople. Being in the midst of a large construction program of our own we cannot do more than take over the present premises and equipment of the Tiot Lunch and develop it by applying our standards of food, service, and cleanliness. Later we hope that business in East Walpole will justify our renovating, re-decorating, and re-equipping the premises to comply with the requirements we have in our other establishments. Realizing that the personal element must enter so much into our relations with East Walpole folks, I am asking my friend, Mr. L. C. Bedwin, who has been associated with me in Foxboro for the past year, to represent our organization in East Walpole, and he will be assisted by associates trained to the Larimore standard of service. I am sure he and his associates will do everything in their power to see that the needs of the community are met insofar as our company is able."

It is proposed that the name of the restaurant will be changed to The Blue Bird. The same variety and quality of food will be served at the same prices as in the Company's Foxboro Dining Car. It is planned that The Blue Bird will be open daily, except Sundays, between the hours of 6 a. m. and 1 a. m.



L. C. Bedwin

Veteran's Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during this month, and also the names of Bird workers who complete over twenty years' service with the company during August:

			Yrs.
Richard McCabe	8-14-1885	Box Shop	43
James E. Smith	8-17-1885	Paper Mill	43
Mary Friary	8- 1-1887	Roofing Mill	41
Frank Murphy	8-19-1895	Finishing Mill	33
Hattie Willis	8-17-1896	Retired	32
John Sullivan	8- 3-1899	Maintenance	29
Daniel McDavitt	8- 3-1899	Maintenance	29
John Sheehan	8- 2-1902	Roofing Mill	26
Martin O'Donnell	8-10-1902	Maintenance	26
Mary McKinnon	8- 9-1905	Box Shop	23
L. P. Balduf	8- 1-1906	Paper Mill	22
M. J. Hawkins	8- 6-1906	Traffic	22
John Blazonis	8-15-1907	Paper Mill	21
Michael Coyne	8- 1-1908	Paper Mill	20
George Stone	8- 7-1908	Paper Mill	20
John Wilkes	8- 8-1908	Box Shop	20
Michael Costello	8- 4-1913	Roofing Mill	15
Leroy Fullerton	8-30-1913	Box Shop	15
James E. Quinn	8- 5-1918	Roofing Mill	10
Antonio Antonelli	8-12-1918	Floor Covering	10
George Polumbo	8-12-1918	Roofing Mill	10
Arthur B. Sprague	8-16-1918	Box Shop	10
Eugene L. Connolly	8-19-1918	Laboratory	10
Edgar W. Ross	8- 6-1923	Box Shop	5
Vincent Fabellini	8-10-1923	Paper Mill	5
Pietro Cisternelli	8-13-1923	Paper Mill	5
John Sigmund	8-13-1923	Finishing Mill	5
Emil Anderson	8-13-1923	Roofing Mill	5
Wm. R. Duquette	8-15-1923	Box Shop	5
Albert Laminen	8-15-1923	Box Shop	5
Albert Solbo	8-16-1923	Finishing Mill	5
Philip E. Taylor	8-16-1923	Roofing Mill	5
John Arcyszensky	8-20-1923	Paper Mill	5
Walter Mazeika	8-20-1923	Box Shop	5
Charles Delphy	8-21-1923	Roofing Mill	5
Alex B. Morrison	8-24-1923	Floor Covering	5
Timothy Dowling	8-25-1923	Roofing Mill	5
John K. Morrison	8-27-1923	Floor Covering	5

A group taken at the opening of the Walpole Golf Club, Saturday, July 21, 1928

Walpole Home Building Notes

The Walpole Home Building Company has sold to Patrick McDonald a two-family house on June Street, East Walpole.

The Walpole Home Building Company has signed agreement papers whereby they sell a number of houses in Norwood. They have sold to James Weir the property at 1379 Washington Street, Norwood; to H. M. Hale the property at 1383 Washington Street, Norwood; to Patrick Hession the property at 15 Rock Hill Street, Norwood; to Amos Davidson the property at 23 Rock Hill Street, Norwood; to John Healy the property at 26 Rock Hill Street, Norwood; to Wm. J. Ivatts the property at 8 Rock Hill Street, Norwood; to Charles J. Widgery the property at 6 Rock Hill Street, Norwood; to Daniel Nuzzo of Norwood the property at 18 Rock Hill Street, Norwood.

H. M. Hale moved from June Street, East Walpole, July first, to the house he has purchased at 1383 Washington Street, Norwood.

Patrick J. McDonald has moved from 132 Pleasant Street, East Walpole, to the house he recently purchased on June Street.

Joseph Howard has moved from 46 Rock Hill Street, Norwood, to Westwood.

Harry Bellew has moved from the house he has occupied at 18 Rock Hill Street, Norwood, to the house at 46 Rock Hill Street.

George Swetka has moved from 24 Rock Hill Street to Guild Street, Norwood.

Patrick Daley has moved from 1389 Washington Street, Norwood, to Short Street, Fast Walpole.

James Maroney has moved from 53 Washington Street, East Walpole, to the house he recently purchased on Pleasant Street and Hillside Avenue, Norwood.

Wm. Morrissey and family have moved from June Street, East Walpole.

P. C. Wickham has moved from Main Street, North Walpole, into the house at 143 Pleasant Street, East Walpole.

C. O. Littlefield is building a new house on the land he recently purchased on High Plain Street near Allen's Corner, Walpole.

Timothy Cullinane has started the construction of a new house on Bird Street, East Walpole.

Arthur E. Cobb is building a new house on Coney Street for George Gallagher of East Walpole.

Cards Of Thanks

Gratefully acknowledging and thanking the fellow-workers at Bird & Son for the flowers, and the kind expressions of sympathy in my recent bereavement.

Mrs. Mary Boyden and family.

I wish to thank most heartily the fellow workers who were my hosts at the Bird Club luncheon, and to express my appreciation and gratitude for the gifts and for the many good wishes which will help so much in making my trip a pleasant one.

John H. Smith.

For Sale

Five-plate L. &. H. Electric Range. Oven thermostat controlled. In perfect condition.

M. A. Baragine, ERB.,
18 June Street,
East Walpole.

For Sale

Single Houses

Four- five- six- seven-rooms.
Large lots. Good locations.
Prices $2,500 to $7,000.
Small payments down—balance as rent.
Now is your opportunity to secure a home on very liberal terms.

WALPOLE HOME BUILDING COMPANY, Inc.

Top left: The hoop race under way. Sent in by Miss W. M. Smith Right: Yes, it certainly was a "surprise" race. Sent in by Miss W. M. Smith. Below Just before the sack race started. Sent in by Harry Tower.

SPECIAL NOTE: Owing to postponement of Outing, the Picture Contest is held open until August 15. If you took any snaps, send them in.

WE TELL THE SAFETY STORY IN POETRY—JUST FOR A CHANGE

AT Bird & Son some years ago,
We started Safety working;
At first it didn't go so well,
Someone, somewhere, was shirking.

But as the months and years rolled by
And we kept up the campaigning,
The accidents began to drop
And Safety kept a'gaining.

There were those who said, "It can't be done,"
And, "Safety's all the bunk,"
"The Accident craft is much too strong,
"We're sure it can't be sunk."

At FB—that's the Roofing Mill—
They were far from being good,
They were as near the bottom as they could be.
Yup, that's just where they stood.

'Twas right then something happened,
We don't know how nor what;
But Safety got a'going and pulled
FB from out the rut.

From the bottom to the top they went—
Up, up, with colors flying.
They've gone ten month's without a "lost,"
And they did it all by trying.

The other mills have come up, too.
They're fighting every minute;
The more they do in Safety work,
The more they see what's in it.

In '27 we made a score
That was the lowest ever,
It was a great accomplishment,
And a crown for our endeavor.

It hardly seemed as if, this year,
We could do a great deal better,
But we've cut the figure right in half
And won another "letter."

It hasn't been an easy road,
The scoffers still are crying,
And unsafe workers still exist
In spite of all our trying.

But every day in every way
The Safety army's growing
O'er the flags that fly—the battle cry—
And we sure know where we're going.

We're going to storm the Accident fort,
It's career is long and checkered,
But in triumph at last we'll fly our flag—
The Safest Year on Record.

BIRD'S
NEPONSET REVIEW

Vol. XVI. AUGUST 1928 No. 8

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

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In the Community's Service

IN addition to providing an ideal site for the Bird & Son workers to hold their Outing, Francis William Park has now proved itself to be of untold value to the community as a whole.

The full story of the Park has never been told. Perhaps it never will be, for it is a story of service—service that will never end.

To those who saw the Park for the first time when they attended the Outing, came a revelation. They had heard about the Park, but never dreamed it was as beautiful or as complete in equipment as they found it to be. Just beyond the entrance gate is the Swimming Pool and Bath House, providing healthful exercise and recreation for the children—and for the grown-ups, too. At the other side of the Park are tennis courts, in another end a fully equipped playground for the youngsters; over here, nestled in a grove, is a beautiful music court—everywhere you turn is beauty, and utility.

For the young, for the old; for the few, for the many, Francis William Park offers rest and recreation. Today it is appreciated—tomorrow it will be looked upon as a veritable godsend to a community that will be far larger than this one is today.

Always it will stand as a living, service-giving monument to the memory of the man to whom it was dedicated, and to the everlasting credit of those by whom it was created and endowed.

$1006 a Minute

WHAT do we mean $1006 a minute? Is it what some millionarie earns on his investment every trip of the second hand around the dial? Is it something about what a champion boxer gets for a few rounds in the squared circle?

No, it isn't what anybody earns—it is $1006 a minute that is lost every day in the year—through fire!

Fire, the danger that never sleeps, is constantly lurking just around the corner—everywhere—in your home, in the next house, and right here in this plant.

We have a great deal to say about Safety in these columns—and the losses that accidents cause. We don't intend to minimize or let up on those losses, either, but are going to call your attention to the appalling dangers and losses inherent in fire.

Accidents are more individual—the greatest loss and the greatest pain fall on one man—he who gets hurt.

Fire, on the other hand, menaces all of us. If the house next to yours burns, yours may catch fire and be destroyed also. If the mill in which you work should be destroyed, you and all your fellow workers would be bound to suffer.

Fires, like accidents, can be prevented. And the preventatives, the remedies, are the same in both cases—care in place of carelessness, thought in place of thoughtlessness, preparation and guarding in advance in place of "locking the barn after the horse is stolen."

As with minor accidents—so with minor fires, too. If attended to immediately, danger of their spreading is greatly lessened.

Watch out for fires! Carry only safety matches keep oily rags in the proper waste cans, be careful with blow-torches and open fires, stamp out cigarette and cigar butts. Those are but a few of the measures you can take to guard against the fire demon.

Know how to fight fire when it comes. Learn the location of the nearest alarm box. Know how to operate the extinguisher in your department. Learn how to turn in a mill alarm.

Do you know these things?

Future articles in the *Review* will explain some of them.

In the meantime—and always—BE CAREFUL.

William H. Boyden, Jr.

WE record with deep regret at this time the passing of an Old Timer, William H. Boyden, Jr., who died at the Massachusetts General Hospital, July 9.

He had worked for Bird & Son more than 23 years, always on No. 5 paper machine. He was born in South Walpole, December 12, 1876, and lived here throughout his life. He took a keen interest in company and town affairs, and was beloved by a host of friends.

The funeral was held from his late home on Thursday, July 12. Services were conducted at the Congregational Church according to the Odd Fellow's ritual, Rev. J. A. Lytle officiating.

Interment was at Rural cemetery.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins — American Twins — NEPONSET Double Twins — American Double Twins
Super Twins — Hex-Twins — Lock-Butt — Individuals
Giant Individuals

Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Universal

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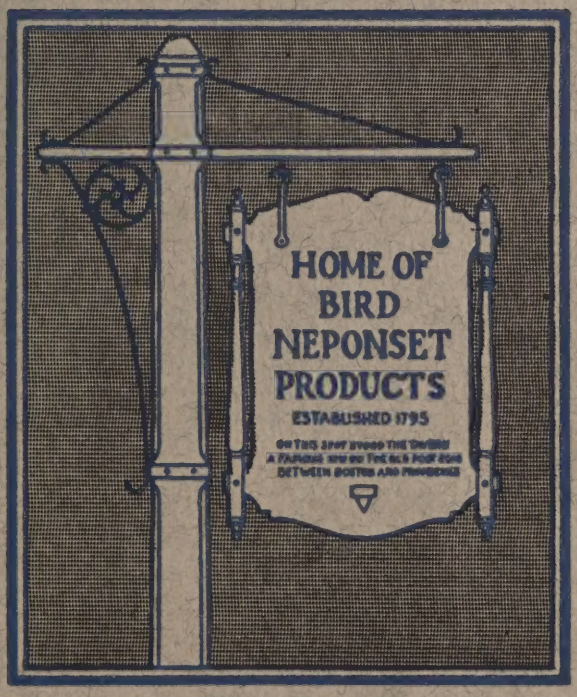
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
PAT.OFF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVI NO. 9 SEPTEMBER 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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BIRD'S NEPONSET REVIEW

Vol. XVI *September 1928* No. 9

FRANCIS WILLIAM PARK IS SERVING COMMUNITY

FRANCIS WILLIAM PARK is now well along on the road of useful service. The area that four short years ago was waste and swamp land, broken only by a few scattered houselots, has now been fully transformed into a recreation ground that has few equals.

It was the intention of the donors that the Park be used—that its success be gauged by the number of people it would serve. From this point of view alone success has already been achieved.

Another dominant idea in the minds of those who provided the Park was that it should be primarily for children. Here again is wisdom and foresight apparent and rewarded. To scores of local children, the Park means a place of interest, enjoyment and recreation.

What is being done at the Park for the children? The pictures that accompany this article tell part of the story. Follow along with us now, and you'll learn the rest.

Under the direction of a General Park and Playground Committee and the supervision of Charles S. Bird, Jr., a complete and definite program has been worked out for children's activities.

"The most popular place in the community" is the Park Swimming Pool on a hot afternoon

The General Park and Playground Committee, is made up as follows: Axel H. Anderson, chairman; Donald A. Chase, Benjamin D. Rogers, William Sline, Michael J. Hawkins, and the chairmen of the following sub-committees:

Joint Committee on Playground and Swimming: Welthea Smith and Arthur C. Jones, chairmen; Mrs. Marguerite Jones, Annie Sabatis, Marshall B. Lee, George Murray.

Tennis: Maurice J. Tarr, chairman; Donald A. Chase, Frank P. Reynolds.

Athletics: Albert W. Smith, chairman; William

A fast game of volley ball for the younger girls

F. Geary, William McLauchlan.

Music: Harry A. Dresser, chairman; Roy M. Springer, John G. Glen.

The Park "day" begins at 9 in the morning, when a flag-raising is held with appropriate ceremony, including the salute to the flag. With the morning thus opened, organized play is begun.

The boys and girls are divided into various groups: midget boys, midget girls; junior boys, junior girls; senior boys, senior girls. For two hours the vast level playground on the Pleasant street side of the Park bustles with activity.

In one corner the midget boys are playing a hotly-contested, vociferous baseball game; the juniors are having an impromptu track meet; two teams of girls are playing volley ball—everywhere there is good fun and competition. And best of all, it is well regulated and supervised.

This would be a good place to pause and introduce the two supervisors. Miss Alta B. Cheney, physical training instructor at the Beverly, Mass., High School, is in charge, and is assisted by Fred O. Duncan of East Walpole. Miss Cheney works especially with the girls and small children, while Mr. Duncan directs the boys.

But to return to the activities. After two hours of good hard play, the youngsters are ready for a swim, and at 11.15 the first period in the pool is held. After a half-hour or so of cooling dives, dips and splashes, activity is suspended for the noon hour.

After lunch, at 1 o'clock, a quiet period is held. In the shade of the music court the children play games of checkers, dominoes, parchesi, etc. Then, about 2 o'clock, the miscellaneous games start up again and continue for an hour or so until the swimming pool instruction starts.

Classes are held for beginners, and for "intermediate." Tests are given and buttons awarded for those learning to swim. Full instruction is provided in life saving. Land drills in "holds" and "breaks" are followed by practice in the water. There is full opportunity for everyone to learn how to handle himself in the water and to rescue others in an emergency.

All enjoy the "quiet period" when games are played in the beautiful Music Court

The "day" closes at 5 p. m.—at noon on Saturdays; and not one of them goes by but that many worth while things are accomplished.

As this is written more than 35 local boys and

(Continued on Page 15)

All kinds of races and competitive games keep the older boys interested

PRESIDENT ALLEN PRESENTS SAFETY SHIELD TO FB

Building and Roofing Receives Trophy First, in Recognition of Remarkable No-Accident Run; Will be Competed For by All Mills

MONDAY morning, June 13, witnessed a scene at the Building and Roofing Mill unique in Bird & Son history. It is seldom that the whirring machinery of any Bird plant is shut down save for repairs, or at the close of the day's work.

But at 8.30 on the morning of which we speak, FB suddenly became silent, and the workers there gathered around an improvised platform in No. 1 Machine room. In back of the platform were gathered Philip R. Allen, president; George R. Wyman, vice-president; Spencer B. Montgomery, assistant manufacturing-manager; Benjamin D. Rogers, Labor Bureau manager; and Eli L. Chamberlain, superintendent of the mill.

Mr. Chamberlain introduced Mr. Allen who, after extending his congratulations to the Roofing Mill workers, made the presentation which was the cause behind this unusual scene. A large shield, reproduced elsewhere on this page, was turned over to the Roofing plant, in recognition of their long no-accident run.

This trophy is inscribed as follows:

BIRD & SON
Incorporated
SAFETY TROPHY

This shield is to remain in the possession of the plant that has gone the largest number of days without a lost time accident.
Bird and Son, inc.

At the bottom of the shield is a small plate, which now reads: Norwood Roofing Plant; October 10, 1927 to ——.

This shield, as the inscription states, will remain in the possession of the plant with the longest no-accident record. Thus, should Building and Roofing have a lost-time accident, the trophy will then be given to the plant having the next best record. This mill would then be entitled to hold the shield until their record was broken, when it would pass again to the one having the next best score at that time, and so on. Each time the plate below the shield will be changed, and will bear the name and record of the department holding it.

In order that a permanent record and recognition may be made, a reproduction of the Safety Trophy will be hung in the East Walpole Brigade Room. This consists of a shield mounted on a large board, along the sides of which are arranged silver plates or "cards." The inscription on this shield reads:

The Safety Trophy, now held by Building and Roofing

"This is a replica of the trophy held by the Bird and Son plant that has gone the longest period without a lost-time accident. It is kept here for permanent record."

This replica will remain in the Brigade Room. The names of the various holders of the original trophy will be inscribed on the plates, so that a mill once winning and holding the shield will be permanently recorded as having done so.

All of this necessary description has taken us away from the scene at FB, where we left Mr. Allen presenting the shield, and congratulating the men on their remarkable run of more than ten months (at that time) without a lost-time accident, a record which had never before been made by any Bird & Son mill.

Mr. Chamberlain, superintendent, accepted the trophy on the part of the Roofing Mill, to the accompaniment of hearty applause from the assembled workers.

Mr. Chamberlain then asked for a few words from Mr. Wyman, who spoke briefly calling on the men to do their best to retain the Safety trophy.

The meeting soon closed and the men went back to work, commenting on the trophy, and declaring, as one man did, that they would "chain it down" if necessary, to keep it at FB.

ATHLETICS

The Francis William Bird Tennis Trophies

WITH the 1928 summer season of athletics fast drawing to a close, many interesting contest are developing.

As this is written, on August 20, the Bird & Son Baseball team has almost clinched the pennant in the Industrial League. Nothing short of a practically impossible slump could take the banner away from them. To date, the Bird team has won 12 games, lost 2, and tied 1.

The baseball season has been highly successful. Nearly all the games have been played as scheduled, and those postponed on account of rain have been played off with commendable promptitude. So far as the Bird team itself goes, credit can really be given only to the team as a whole. Working together like a well-oiled machine, the nine has gone smoothly through the season—most successfully, as we have already mentioned.

TOURNAMENTS NEAR END

Local tennis, already going strong in another "best-ever" season, was given further life and interest during the month, when the Francis William Bird Tennis Trophies were displayed.

These trophies, the gift of Charles Sumner Bird, Jr., are being competed for in a men's singles tournament. The winner of the tournament will have his name engraved on the Francis William Bird Tennis Bowl. This bowl will be competed for each year, and might be considered to be the "Davis Cup" of Walpole and Norwood. The winner of each year's tournament will also receive, for permanent possession, a Francis William Bird Tennis plate, suitably engraved.

Both of these trophies are of high quality and great beauty. The bowl is of solid hammered silver. The plate is likewise a beautiful piece of work.

Mr. Bird deserves the thanks of local tennis enthusiasts for providing these trophies.

The tournament itself is, at the present writing, temporarily suspended, during the vacations of the two finalists, Eddie Tarr, AC, and Cornelius Gardner, FX1. Twenty-eight players participated in the tournament, which was hard-fought throughout, and provided a number of surprising upsets.

The Men's Bumper Tournament closed on August 20, and was immediately followed by the start of elimination matches.

The Girls' Bumper Tournament is progressing in good shape, and it is planned to have a handicap-elimination tournament at the close of regular play, the same as is being done by the men.

The outcome of these various tournaments is being watched with a great deal of interest.

SOCCER PRACTICE STARTS

With the opening of another soccer season just around the corner quite a squad of enthusiasts are now practising twice weekly on Wednesday and Friday nights at the Athletic Field. More candidates are needed however, and Bill McLauchlan, FBM, manager of the team, will be glad at any time to see or hear from anyone interested in playing the game.

Summary of Ball Games

THE Bird & Son Baseball Team has continued merrily on its way, winning a lion's share of the games, as heretofore and hereinafter recorded.

July 24 witnessed the "sandlot" game at Can-

Bird and Son Baseball Team. Back row, left to right: Fred Duncan, c.f.; Bill Sline, p.; Ernest Smith, util.; Al Winslow, p.; Al Deviney, rf.; William Murphy, l.f.; Leon Smeltzer, 2b.; Robert Graney, ss.; Front row, left to right, Ernie Malloy, p.; John Locke, util.; John Bradley, p.; Ernest Oakes, c.; "Tap" Geary, manager; Howard White, 3 b. captain; John Dixon, p.; Ed Slavin, 1st b.; Fred Vietze, l.f.

ton, Bird winning, 8–4. Winslow and Bradley pitched for Bird. Oakes and Murphy were heavy hitters. Canton lost two perfectly good runs when Miller failed to touch third.

The exhibition game with Needham the following night resulted in a 6–6 tie. Bradley and Graney pitched, Slavin was a heavy hitter, Dixon played a good game at right field, and Bird's scored all their runs in the fifth inning on four singles, two doubles and an error.

Curity emerged the victor in the next game. Winslow and Dixon pitched. The count of hits—Curity 10, and Birds 3, tells the story.

A return game with Needham on July 30 resulted in a win for Bird & Son, 8–3. Dixon pitched and allowed but 6 scattered hits. Bird batters counted for 18 wallops. Malloy, Graney and Smeltzer were heavy batters. The game was featured by a total of four doubles, five triples, a double play, and three stolen bases.

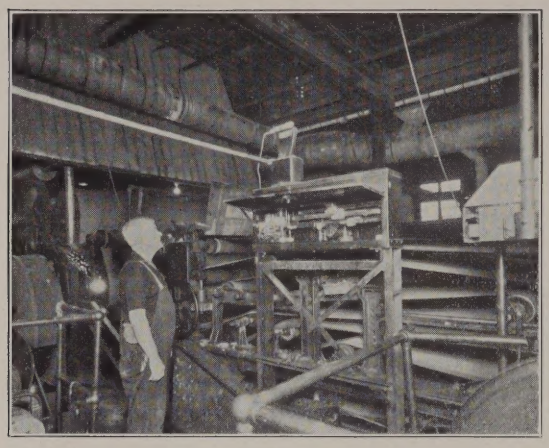
Bird came back on the following night, to beat Curity 5–3. Deviney pitched, struck out five opposing batters, and also hit safely three times out of three times up. This game was also a thrill-furnisher. There were four doubles, three triples, three stolen bases and one double play.

Bird clashed with Norwood next, on August 9, winning 4–2. Malloy pitched. On paper, Norwood should have been the victor, for they made nine hits to Bird's five. They lost a chance as Canton did, however, when a Norwood runner failed to touch third. Murphy hit two out of two. Bird batters counted for three doubles.

A wholesale switching around of the team featured the next game with Curity, Bird winning 13–7. The teams made 13 hits apiece. Karshis of Curity got a homer, but it wasn't enough to put his team ahead.

An air tight game between the same clubs followed this slaughter, with a 1–1 tie as the outcome. The two pitchers allowed but four hits each, Malloy hurling for Bird. Smeltzer hit a homer.

Young Billy Sline pitched his first game for Bird & Son in the next contest, with Canton, and allowed but three hits. The Bird runners were fast on their feet, for they stole no less than six bases during the game. Bird & Son won, 7–4.



The continuous indicating scale on No. 5 Paper Machine helps Jim Geary in maintaining uniform weight

A SUGGESTION GUIDE

THE following was worked out by an employee of a large organization for his own guidance in making suggestions. It took a week for him to get it thought out, but it enabled him to win, for nine consecutive months, the first prize offered by his company for suggestions.

1. Few things can be regarded as absolutely correct and fixed.

2. Forms, methods, plans, procedure—all are the product of some person or persons who worked before me or who are at present working with me. I must remember that the machinery about me in business was gradually evolved or developed from nothing by human beings like myself; and therefore I must not think of anything as "fixed", as exactly right, as unchangeable. This is the correct mental attitude. Without such an attitude I cannot be on the alert for possible improvements. I must acquire the habit of careful analysis, and develop the critical side of my mental faculties.

3. There are many kinds of suggestions. Some of them relate to:

a. Basic or fundamental principles.
b. Some policy of the management.
c. The general departmental procedure.
d. Procedure in some one job or in some particular phase of the work.
e. Plan or method of co-operation between individuals, and between sub-departments.
f. Physical arrangement of the department, and of the entire organization, with particular reference to the proper "flow" of records, of materials, or of finished goods.
g. The equipment; also lighting, heating, ventilation, and so on.
h. General and departmental forms.
i. Correspondence. Interdepartmental communications.
j. Telephone, telegraph, and cable service.
k. The breaking in of, and training of, new employees.
l. Employment methods; personnel policies, employee activities.

4. The chief objects to be obtained by suggestions are:

a. The saving of time.
b. The saving of expense.
c. The elimination of unnecessary work.
d. The avoidance of errors; also, their correction.
e. The elimination of personal friction.
f. Improving the quality of the work or of the product.
g. Promoting the employee's understanding of his work, of his department, and of the business as a whole.

5. Go over these points—and others to be added to them—very carefully each week, one by one, visualizing present methods and comparing them with what others are doing and with the ideal.

6. As a general rule do not come forward until you are fairly sure that your idea is correct or that your plan or remedy will work. Sometimes, of course, particular situations should be called to the attention of a superior, regardless of whether you have a solution. Let your own judgment decide such cases.

7. Avoid the appearance of criticizing a fellow-worker. Use the utmost tact when such a possibility exists. Do not try to "show anybody up."

8. Never go out of your way to criticize a method or plan unless you have something better to offer.

9. Do not take rejection of your ideas too much to heart or imagine that your efforts "are not appreciated." Bow gracefully to the judgment and decisions of superiors—and try again.

10. Do not be afraid to make small—apparently trivial—suggestions.

—From the Magazine of Business for April, 1928.

Suggestions

THERE were only thirty-eight suggestions for consideration at the meeting held on August 1, as the preceding meeting, which had been postponed, had been held only two weeks previously. Of these thirty-eight suggestions, eleven were held over, and the following five accepted:

Marking rug border	John Connelly, FFV
Small scale for DVX1	Ralph Farris, DVX1
Change in drip line from DM1	William Gokey, EMP
Connect steam line to silicate line	Herman Lauble, FXC
Gates between posts at lid rotaries	Aubrey McLellan, FXR

The standing of those who have two or more suggestions accepted this year is as follows:

Herman Lauble, FXC, 5; J. H. White, FBM, 5.

John Ford, FXR, 4; John Mattson, FBM, 4; Herman Nordstrom, DMP, 4.

The following have had three accepted:

William Banks, DPP; Ralph Hildreth, FFP; Martin King, EMP; J. M. Smith, EMP; Bruno Stravinsky, FXF.

These men have had two accepted:

Henry Dowdie, FXC; Peter Folan, DMT; Herbert Hinson, EMW; John Howard, FBX; Ralph Martin, FXG; Aubrey McLellan, FXR; F. C. Rafuse, SM; Ralph Simmons, FBP; George Wallace, EMW; Howard Young, FXR.

Million in Savings Insurance Taken by Bird & Son Workers

THE total amount of Savings Bank Life Insurance taken out by Bird & Son workers since Mr. Grady came here in July, is now more than $1,000,000. Nor is this the final figure, for Building and Roofing has not been canvassed at this writing. When Mr. Grady finishes there, he will have visited all the East Walpole and Norwood plants and offices. If there are any whom he did not see, but who are interested in Savings Bank Insurance, they may secure full information and help through Al Smith's office in the Labor Bureau.

So far, in the series on the various kinds of policies issued, we have had three articles. The first dealt with insurance in general, and Savings Bank Insurance in particular; the second took up the 10-year Savings Insurance Plan; and the third article discussed and explained the Straight Life policy.

This month we take up another of the Savings-Insurance policies known as the 20-year Savings

20 Year Savings Insurance Plan

This policy provides for $1000 insurance and $1000 cash at the end of twenty years.

Let's see how it works out for a man, age 30. For each $1000 of insurance that he wishes to carry, he makes an initial deposit of $6.36, and a subsequent deposit each month of $3.25.

His total deposits during the 20-year period will come to $783.11. At the end of that time, if the depositor is then living, he may "cash in" to the extent of $1014.18, arrived at as follows:

Guaranteed cash value of $1000 straight life insurance	$ 258.64
Estimated cash in savings bank account	755.54
	$1014.18

If the death of the depositor should occur at any time during the 20 years, his estate will be entitled to receive $1000, *plus* the amount then accumulated in his savings bank account. Thus, if his death should occur just at the end of the twentieth year, the total cash available to his estate would be $1755.54, arrived at as follows:

Proceeds of life insurance policy	$1000.00
Estimated cash in savings bank account	755.54
	$1755.54

Nor is it necessary for him to terminate the plan at the end of 20 years unless he wishes to do so. (Remember that under an endowment policy, you *must* take the cash, whether you wish to or not, and, if you wish to continue insurance, you must pay the premium on your age at that time, which will be much higher than 20 years before.)

This family group taken by A. H. Chamberlain DP, won 2nd prize in the Outing Contest

WHILE the entries of the Outing Picture Contest were not great in number, the judges nevertheless had considerable difficulty in picking the winners. But here they are:

First prize of $5, went to Welthea M. Smith, for her snap of the "surprise race," which appeared in last month's *Review*; second prize, $2.50, to A. H. Chamberlain of Phillipsdale, for the family group picture that is used in this issue; honorable mention, Dimon E. Merrill, for his snap of Will Hicks at the hammer machine, which also appears in this number.

Postponement of the Outing undoubtedly cut down the number of picture-takers. But there's the Vacation Picture Contest still open. Week-end pictures and scenes around your home town are eligible. Send some in!

Jack Smith Returns

THE Review is glad to extend a hearty "welcome home" to Jack Smith, recently returned from his trip to Ireland.

Jack came home looking younger than ever, and reporting the time of his life. We'll tell you more about it in our next.

He may, however, under this Savings-Insurance plan, withdraw at that time the $755.54 then standing to his credit in his savings bank account, and continue his $1000 life insurance in full force and effect at a yearly net cost of not more than $7.70. This statement of net cost in the twenty-first year is based on dividends now being paid.

Further information on this or any other of the Savings Bank Life Insurance plans will gladly be given at any time, through Al Smith's office in the Labor Bureau.

BIRD'S
NEPONSET REVIEW

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What Causes Fires?

LAST month, in this series of short articles on fire and fire prevention, we took a brief glimpse at the general situation and found, among other things, that over $1000 a minute is lost in this country through damage by fire.

How do these fires start?

The greatest single cause is "exposure," which means fires ignited by others already under way—spreading, in other words. In one year the losses from spreading fires totaled more than $60,000,000.

The great fire disaster at Salem, Mass., some years ago started from a single factory blaze, that spread over the city, in some cases literally leaping from one section to another, in some cases a mile or more away.

But that doesn't tell us how the original fires start.

The first great cause of fire is matches and smoking. Thirty million dollars worth of property were destroyed in one year by fires starting through cigarette and cigar butts, matches tossed aside carelessly, mice and matches, children and matches, and similar causes.

That is one reason for our stringent rules regarding smoking and the carrying of other than safety matches. A small fire started in a Bird mill as the result of carelessness with matches or "smokes" might destroy the mill. It might spread to the surrounding country and destroy many homes—yours among them.

Don't for a minute think this is impossible.

The good people of Salem were blissfully unconscious of any danger on that quiet June day a few years ago. Then Fire came, and in a few short hours the city was in flames.

Watch out for "Matches and Smoking." Carry only safety matches while in the plant. Use them at home, too. Keep matches in a cool place, always. Keep them covered. Keep them out of the children's reach at home. A tin box will keep away mice.

Break your match after using and before discarding it, and you will not start a fire.

Always stamp out cigar and cigarette butts and pipe ashes.

Don't smoke where the rule says "No."

Fire is the danger that never sleeps.

Guard against it—always.

Ask Your Banker—He Knows

A DOLLAR soundly invested will almost certainly return, and return with something earned. A dollar put into a speculation has a chance—perhaps a good one, perhaps only a gambling chance, and may or may not return. A dollar put into a fraudulent enterprise will not return one in a thousand times. Of these general facts, there is no doubt. The difficulty of the inexperienced investor, is how to tell which securities are investments, which speculations, and which are probably fraud.

By and large it is a safe rule for the inexperienced investor when contemplating investment or speculation to take his banker into his confidence. If you are not a bank depositor, nevertheless consult your local banker; for in advising you, he will not be merely doing you a favor. Giving such advice is part of his duty to the community which makes it possible for him to stay in business. Consequently, in serving the community, he is serving himself.

A total of 64 commercial banks, trust companies, savings and cooperative banks are members of the Boston Better Business Bureau, and through the Bureau are securing information that they may advise their depositors regarding the numerous questionable promotions now being offered to the public. Bureau reports may be obtained without charge from these banks, from the Better Business Bureau, or from the Bird & Son Labor Bureau.

Before You Invest—Investigate!

Review Editor Leaves

THE Editor of the *Review*, Ted Southack, leaves Bird & Son's employ as of September 1, to take an advertising position with the Consolidated Electric Lamp Co. of Danvers, makers of electric light bulbs and radio tubes.

He takes this means of saying "au revoir" to many throughout the mills and offices who, because of the press of time, he found it impossible to talk with personally.

To the *Review*, and to Bird & Son Safety Work, the two projects in which he was most interested, he wishes continued and greater success, and, in closing, sends a "the same to you" to the many who wished him well for the future.

LIBRARY

NEW books in our Library:
Of interest to the executive:

Organizing Business Knowledge	Johnson
Assuring Business Profits	Rand
Taking the Guess Work out of Business	Bassett
Science of Marketing by Mail	Buckley

For those interested in keeping and increasing their savings:

Profitable Investing	Moody
Tips on Finance	Casson
Business Fundamentals	Babson

For those interested in travel and adventure:

Trader Horn, second book	
Lawrence and the Arabian Adventure	Graves
Revolt in the Desert	Lawrence
The Better Country	Sharp
Skyward	Byrd

Good Stories

Wind of Complication	Ertz
Fool in the Forest	Pryde
Nevada	Grey
I'd Venture All for Three	Gregory
The Green Murder Case	Van Dyne
Plains of Abraham	Curwood
Wintersmoon	Walpole
Anna's Crime	Scott
Giants in the Earth	Rolvaag
Gallion's Reach	Tomlinson
Phantom Passenger	Scott

We have taken membership in the Architects' Small House Service Bureau from which we receive each month a pamphlet containing pictures of interiors and exteriors of attractive small houses with suggestions for building and financing. These are on file in the library for prospective home builders.

WHOZIT?

This "Whozit" works at East Walpole. His specialty is keeping things going

WHO was July's whozit—the "man who has a lot to do with rolls?" Why, none other than our good friend Jim Kivlin of DMT who not only has a lot to do with the huge rolls of paper made on No. 4 and No. 5, but works literally surrounded by them. The folks who guessed Carl Schaier, Steve Smith and others were therefore a bit wide.

Now, who is the handsome youth we have before us this month? As the clue-line tells you, he also works at East Walpole, and has for quite some time.

LAST CALL! LAST CALL!

Vacation Picture Contest

Closes September 15

RULES

1. Pictures must be taken by a Bird & Son worker.
2. Each snap must be marked with a description and the name of person entering it.

PRIZES

$2.50 1st., $1.00 2nd., in each class; $5.00 special for best picture of all.

SEND IN YOUR PRIZE WINNERS TO-DAY!

Notes From Plants and Offices

MAIN OFFICE AND SALES

Fred J. Spang *Margaret Breen*
Margaret Poff *Margaret Owens* *Edgar Tarr*

"Hal" Fuller passed the cigars one day last month, in recognition of the arrival of Harold, Jr., at the Norwood Hospital. Mother and son are both doing well.

Bill Maxwell's Ford sport coupe has finally arrived, and Bill is now burning up the roads breaking it in.

Some "A" vacations: Sophie Eppich, Lake Populatic; Hazel Crandall, Onset; Eben Johnson, Lake Winnepesaukee;

Dimon Merrill caught this one of Will Hicks working hard at the Outing

Frank Larrabee, Boothbay, Maine; Bill Maxwell, John Andrews and Eddie Tarr toured in Bill's new Ford coupe, Eddie being elected Chief Master and Furnisher of the Ballast, and riding in the rumble seat.

And over at CE: Margaret Dalton, part of hers at Hampton; Bessie Hubbard, Maine; Mrs. O'Neil, at home; Doug Johnston, Boothbay Harbor, Maine; Margaret Breen, Falmouth; Martha Clem, Chatham; Julia Clem, Hampton.

Alice Conley of VN spent her vacation at Falmouth.

We were all glad to welcome Anne Kelliher back to her duties, but she was happier than any one of us. Stay with us a while, now, Anne.

Eddie R. Guise and R. W. Graffam made us their annual vacation visit recently. They both looked prosperous and happy.

The CF department vacationists are as follows:

Stan Blackmer, Duxbury; John Donovan, Brant Rock; Jerry King, Bar Harbor; and Jerry tells us that he spent an afternoon with our old friend John Whitcomb. John wanted to be remembered to all of his old pals and friends.

The following are back with us:

Ellen Flavin spent a pleasant week at home the same as Peg Owens. They have another week, however, and look forward to travelling in September.

Betty Lamore spent a week at the Cape and came back "fat" (almost). Mary Kelleher spent a pleasant two weeks in Maine.

Tony Dornig sent us cards from Goffs Falls, and we expect some more from New York, where she will spend her second week. Don't worry, Tony's having a good time.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Santos Flamingo, William Lewicke and Vincente Danksewicz have all returned from vacations.

Althea Garland vacationed at Lake Winnepesaukee.

Other vacationers: Jim Kivlin, at Onset; Tony Feeney, Medfield; Ed Fitzgerald, Lake Massapoag.

Tony Feeney is about to go into the sand and gravel business. He purchased a lot of land between Walpole and Medfield with a fine gravel pit in it. Prices on request.

Dave Kelly is planning to spend two weeks at Lincolnville, Maine.

Have you tried one of Pete's crow sandwiches? They are something new and are making a hit down around the Cape. Try one and you will never eat any other, says Pete.

Frank Nyborn spent his vacation in New York City, and later took a week-end trip to Niagara Falls.

Sophie Novick spent her vacation taking short trips.

Hermon Barker, we understand, after shipping several cars of corn, carrots, etc., to the Boston and Providence markets, decided that evening farming was too laboricus. He therefore sold out his interests in the remainder of the crop at the Mansfield farm. It is rumored that next year he plans to plant five acres with corn and 'taters on Union Street, East Walpole. Good luck, Hermon.

Some more vacations: Carl Schaier, Canada; John Ready, at home; Charlie Knaus, New Hampshire; Mike McDonough, touring; Ed Bonner, at home; Vincent Rudinsky, at home.

Ralph Wilkins is now driving a new Chrysler.

John Corbin is getting along fine after his motorcycle accident. He should be up and around before long, and back to work a while after that. Best of luck for a quick recovery, John!

Herman Nordstrom is the proud daddy of a baby boy, born August 24.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Among those who have "returned": Bill Doyle, Alex McDonald, Pat Hessian, Tom Foley, Jesse King, Jerry Cullinane, Frank Whitehead (Frank had one hair-raising experience when a tire blew out while he was going a good clip), Andy Urqhart, Emil Sigmund, Bill Ivatts, John Maitland.

"Happy" Timmins, the quahog vendor of EF has again taken up his duties as mayor of Hog Island, Bristol, R. I.

Maurice Tarr and Charles Rafuse have NOT had their eyebrows plucked. They wore them out hanging on, while scaling Mount Washington recently. They met a mountain goat on the way up, but the old fellow couldn't stand the pace set by Moe and Charlie, and gave up. Anyone thinking of making this trip, and in need of a good guide could do worse than hire either of these two boys.

Bill Kohler has recently returned from vacationing at Peaks Island, Maine.

Nelson Bartlett of EF made a call in Hingham recently, but since then, we understand, he has given the place a wide berth. We certainly would hate to hear of such a nice boy as Nel having to spend the rest of the summer in the cooler down there. Nuff Sed.

Flo Stevens and Ruth Koch spent the second week of their vacation at Old Orchard, and according to all reports had a grand and glorious time.

Jesse King has started on his vacation trip down East.

John Graney has great hopes of a good time on his vacation trip to Quebec.

The Main Mill seems to have real sharpshooters in Wilbur Fay, Harry Tower and Arthur Eppich. These three seem to

A recent display of Economic Floor Coverings, Ltd., who handle our line across the water in Glasgow, Scotland

head the list quite regularly during the outdoor shooting of the Norwood Rifle Club.

John Bache spent a couple of days at the hospital during the month for a minor operation, but says it was no fun.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*
Leslie E. Howard

We welcome this month Robert Moore who has started to work in our shipping room, Michael Costello who has started in our boiler room and Arthur Salisbury, our new painter.

John Maderious recently received a check for his latest accepted suggestion.

More vacations have been taken and are over for another year. Chamberlain went to Maine, Medbury went looking for more dogs and Salisbury, Holter and Miss Niell took day trips. Some vacations were taken by Christie, Farrell, Girard ;who was sick most of the time;, Kelly, Madden and Shaw. Tommie Horridge ran around Pawtucket and Joe Doyle went to camp to learn to be a soldier. Clarence Frey was said to have gone to Cuba and John Barquist probably went after smoked herring.

Mrs. Lloyd Allen and all the little Allens recently escaped what might have been a serious accident when the machine in which they were travelling was hit and overturned by a passing motorist. Mrs. Allen's hand was cut somewhat but the children came out of it practically without a scratch.

Helge Holter has made two trips in the air with his family recently. Guess he'll soon be trading in the "Weelie" for a Curtis or a Wright.

New members of the Phillipsdale Branch of the Benefit Association include Carl Rodriques in DPR, Adam Marczik and John Enos in DPC and Mecea Mailhott in DPP. The Benefit Association is more popular than ever at Phillipsdale.

New cars include a Moon coach brought in by John Enos and a Studebaker coach by the Medbury-Richardson family. The latter's collection now includes a Packard, a Paige, a Studebaker and a boat.

Rex Salisbury has painted his car a baby blue so it looks much younger than it did.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Will A. Evans* *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slaney*

Al Hammond, FXF, is now driving a Nash sedan. He keeps it tied to the Park fence in his backyard.

Some vacations: John Grusaki, short trips here and there; Jack O'Leary, Nantasket Beach; Vincent Lestan, a trip to Canada.

Bill Urquhart is the proud father of a baby boy, born at the Norwood Hospital, August 14.

Walter McKennan has moved to Pleasant Street, East Walpole.

John Goonan is out sick just now but we hope to see him again.

Edgar Ross went chipmunk hunting last month, but sad to relate, it got away.

Jimmie Dine took his two weeks, and went to Canada.

Other vacations: Olive Burke, Swift's Neck; Minnie Sline, Harwichport; "Matty" McLauchlan; Miah Coughlin, Onset.

Still more: Arthur Fames, on the Cape; Larry Gardner; George Daisy, "places"; Ralph Watson; John White, Nantasket; Helen Goldberg, Philadelphia (Helen says that they are tight at the Philadelphia Mint. They wouldn't even give her a small goldpiece as a souvenir); Bill Downey, Montreal; Francis Donlan.

A new son is now brightening Marshall Lee's household.

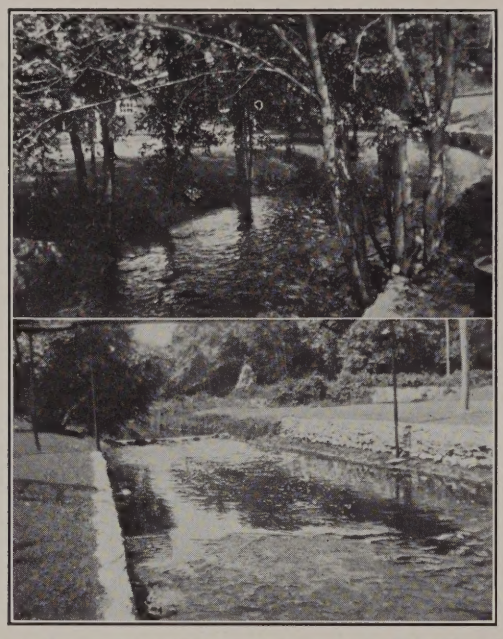
Tom Graney and John Walsh have gone to the Canadian West for the harvesting.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

Ernest Wood is now sporting a new Ford coach.

Ray Call spent a happy week down amongst the home folks at Kittery, Maine.



Nor are these vacation pictures taken way up in New Hampshire. Just two views along the Neponset, between FB and FF, snapped by Charles O'Connor, PBL

We understand that George Smith is open to give expert opinions to all inquirers as to the virtues and failings of Henry Ford's latest contribution to modern transportation.

The flower beds in front of old FBSM are now looking their best, and are a tribute to the nursing of Captain Dinny Driscoll.

As a result of the good work of our yard decorators, Frank Mori and his merry men, the Neponset now wends its way to the fathomless depths beyond, bordered by banks so artistic as to rival in miniature the famous and historic Potomac.

Howard Everett enjoyed himself far from the consideration of FBP, between the hills of New Hampshire and Barnstable, on the Cape.

Bill McLauchlan, our erstwhile manager of the soccer team, is busy getting his boys together for the coming season.

Harry Dresser is spending a pleasant two weeks jumping his faithful Reo along the environs of the famous Mohawk Trail to Albany, whence he will roll to Hackensack, and then, by way of a change, to Pocasset, on the Cape.

The maiden trip of the FB tractor across the new bridge between FB and FF

Very few can equal the vacation enjoyed by Granville Baker. Leaving home in his trusty Ford with Mrs. Baker and the three children, he journeyed and spent several days with relatives, stopping at Hartford and Washington going down. Returning, he left North Carolina one morning at 4 a. m., and reached Westwood at 11 a. m. the next day. He thus travelled for 31 hours steadily, during which time he drove all over the Gettysburg battlefield, looked over Eastern Pennsylvania, Pear Mountain ridge, Western Connecticut, and arrived in Westwood looking like any other young fellow who had been out all night.

Rob Roy toured the Cape and vicinity during his vacation. Rob is no fisherman, so we expect no tall yarns on his return.

Other vacations: Charlie Savage, at his old home in Vermont; Charlie Seavey, at New Boston, New Hamsphire; Ed Geraghty, swimming at Onset.

Ernest Wood has secured a new Ford, and says Harold Miller with his two cars can't catch him now.

Milton Beasley and Edwin Lindstrom spent a few days in Connecticut during the month.

Mary Friary of FBF, still on the job every day after 41 years with Bird & Son, enjoyed a two weeks' vacation, commencing August 20.

John Stupek has moved from Water Street to his new home on St. Joseph's Avenue, Norwood.

Patsy Alvence is building a garage for the Whippet.

John Buonopane is driving a Maxwell.

Sam DiFlamines spent a few days in Bayonne, N. J.

Deeb Esber is convalescing from an operation on his throat. Here's wishing him a speedy recovery!

Victor Makela vacationed with his sister in Cleveland.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Vacation Notes

Left July 21: Herman Kelinow—At home, Harry Cunningham—At home, Helen Ballough—Short motor trips, Scotty Calder—At home, Herman Pollock—At home.

Left July 28: F. H. Hird—Southport, Me., and Brewster, Mass., D. Lyndon—Michigan and Indiana, Anne Kelly—Channel Lake, Ill., Harry Brandau—Drove East with his family, B. J. Overholt—Drove to Denver with family, Al Bohenberger—At home, E. Baldwin—Menominee, Mich.

Left August 4: Miss Ammerman—Clover Leaf Lodge, Hayward, Wis., Agnes Conmey—Saugatuck, Mich., and Twin Lakes, Wis., C. George—At home, J. Blosky—Scranton, Pa., L. Lance—Short motor trips, J. R. Lewis—At home.

Left August 11: Harold Altman—Kansas City, Mo., John Sayles—Vandalia, Ill., and Terre Haute, Ind., Viola Rice—Wisconsin, Joe Hooks—Wisconsin and Michigan, W. W. Wilson—Whitehall, Mich.

Left August 17: Mary Leuver—Milwaukee, Wis., and Algonquin, Ill., Lavina Moore—Highland Lake, Ill., John Matcha—Constantine, Mich., Henry Morman—Lake Okauchee, Wis., and Wisconsin Dells, Florence Morman—Will accompany father and family.

"Bob" Breback decided that the old Chev had outlived its usefulness, as far as he was concerned, and is now the proud owner of a Pontiac coach.

Several of the employees attended the special demonstration given by the Dictaphone Company downtown recently.

Mr. Hird and Mr. Wilson attended the Sales Executive Conference at East Walpole the latter part of July.

Farle Clark disposed of his Flint and is now driving a Pontiac landau, which makes three in the offices here who have chosen "The Chief of the Sixes."

The man to ask about a Packard is Henry Morman, for he owns one now—a beautiful big sedan.

The Tennis Tournament moved along quite slowly for a while, but with most everyone back from their vacation, more matches are being played, and positions are rapidly changing.

"Duke" Perrizo and "Doc" Hill attended the Crawford County Fair at Robinson, Ill., August 6 to 10, where our dealer, Brubaker & Son, made an unusually fine display of Bird's Roofs.

The new Bird & Son sign in front of the office has been completed and everyone agrees that it is most attractive.

We are glad to welcome R. W. Shirley into the Bird family. Mr. Shirley has taken D. C. McNee's place in the Print Shop.

Miss Scott, who works in the Accounting Department, will henceforth be known as Mrs. J. E. Pritchett, having married Mr. Pritchett on July 17 and keeping the secret until just the other day.

Returning vacationists and somewhat cooler weather have given renewed life to the horseshoe game, after a period o lethargy, and contests held just recently have been very interesting to both players and spectators alike. One day Hird and Clark took three and a sets games from Roberts and Hanna; and the next day the Roberts-Hanna combination showed its mettle by winning three out of four sets against the same opposition.

We were glad to have as visitors to our plant during the month of August the following:

Mr. Williams of the Williams Roofing Co., Ottawa, Ill., with Mr. Severson, one of his salesmen.

Mr. Schubert of Hill, Harris & Co., Alexandria, La.

Three members of the Detroit Branch of Beckman-Dawson Roofing Co., Peru, Ind.

Mr. Henry of Henry & Henry, Little Rock, Ark.

Mr. Mathis, General Manager, Acme Hardware Co., Little Rock, Ark.

Mr. De Loache, Mgr., Roofing Department, Central Lbr. Co., Shreveport, La.

M. T. Bell of the Bell Lumber Co., Fort Smith, Ark.

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

L. J. Latham — *Peter Alexander*
Tom Rogers — *Nils Lindquist*

Fulton McLean burned up the roads between East Walpole and the beaches during one week of his vacation.

"Red" Johnson, touring with companions on his vacation got within eight miles of his objective—Old Orchard—and then had trouble with his car. The next hour or so witnessed a battle royal between those in the car and hordes of husky New Hampshire mosquitoes. If "Red" could have hitched 'em up to his car, they could have dragged him right to the beach.

Tom Murphy is slowly recovering from a "New York stiff neck."

We welcome as new workers in FFR: Dominic Armogedia, Howard Johnson, Adam Krusas, and Charles F. Hooper.

Joe Popka has returned to FFR after an absence of six months, during which he worked in Boston.

Frank Smith has returned from his vacation at Lake Sunapee, N. H.

Frank Clem and Larry Tileston toured New England on their "annual." Larry reports the bottom of some New England lake as being very hard, and has evidence, gathered on a high dive, to prove it.

Austin Quackenbush is back at work, fully recovered from the injuries he received in a Boston Elevated accident at Kenmore station.

Stuart Nickerson is back from a 2000-mile motor trip and while the Buick looks it, Nick is as fresh as a daisy.

Al Jenkins, FF's genial storekeeper is back on the job, also.

Ed Daley blew out two tires running down to Horseneck Beach recently, but luckily he had two spares, so didn't have to walk.

Francis Monahan has purchased a new home at the corner of Cross and Monroe Streets, Norwood, and expects to move in shortly. Good luck, Francis.

CHICAGO OFFICE

B. I. Hindmarsh — *Lillan Moe*

August is the month of Bird's traditions so, of course, the office had to live up to their usual picnic tradition and try a little rally at the Dunes. Owing to the fact that it appeared the summer was going to slip away without this tradition being upheld, hasty preparations were made so that some of the more distant salesmen were not able to come in and some of the office force had made previous engagements, but all who attended report a very rousing time and managed to be well nourished and now claim that they have more "sand" than ever before. The climax of the affair came as a square dance where Creden, Allert, Duvall and Howells gave their interpretation of the latest aesthetic dancing.

Mr. and Mrs. M. F. Meyer (Chicago Roofing) on a farm at Allegan, Ohio. Looks like the egg business was picking up

Art Kent and "Gigi" Groendyke lead the offensive against another old-time tradition in that they made short work of Old Summer Slump in Business and both crashed through with a large per cent over their July quota—Kent heading the list with 163% and Groendyke coming through with his usual large volume.

As tradition has it, this is the season for vacations and Mrs. Sweeney is doing her best to uphold this point at The Dells in Kilbourne, Wisconsin.

McEndy drove over to his old playgrounds in Massachusetts for a couple of weeks. Sam Reid stopped in the office for too short a time on his way over to Pell Lake, Wisconsin. It is our regret that he cannot be in the office more but according to his story he cannot get very much business when he is in here. He had a nice vacation he reports.

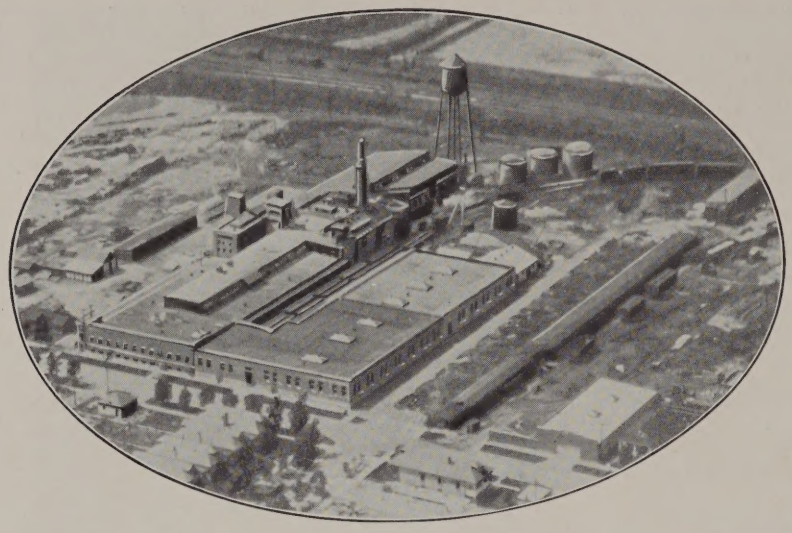
Rita Dignan made a special trip to Niagara Falls and Canada, having always passed up these points of interest in former trips. We do not think she went over because she was married.

Tom Creden pounced in from Michigan long enough to say "Howdy" and to make a few remarks about how he was going about increasing his business over last year, which incidentally shows 24% increase.

Ralph Keeler was in from Indiana and gives very favorable reports for all business.

George Daughty of the warehouse spent a week at Montreal, Canada, visiting relatives and he was "aleing" for a week

Mr. and Mrs. Walter Ballough (Chicago Roofing) on top of Starved Rock, highest point in Illinois



Here is an airplane view of the Bird and Son Chicago Mill and Office taken by a Bird worker, Bob Brebach, who soared aloft over the plant and snapped the picture

Walpole Home Building Company Notes

The Walpole Home Building Company has sold to Mrs. Sophie Hickey, formerly of Medford, the property at 24 Rock Hill Street, Norwood; to Mrs. Marie Erickson of Norwood the property at 12 Rock Hill Street, Norwood; to John Powers of Norwood the property at 1389 Washington Street, Norwood; to Angelo Melino of Walpole the property at 38 Rock Hill Street, Norwood.

John Graham will move in September from 12 Rock Hill Street to 15 Water Street, Norwood.

The Walpole Home Building Company is remodelling the house at 55 Washington Street, and the house at 15 Water Street, Norwood.

Roscoe Shorey has sold his property on Sumner Street, Norwood, to Arthur E. Cobb of East Walpole, who has conveyed the property to Helen L. Erickson of Norwood.

Arthur E. Cobb has sold to Roscoe A. Shorey a new house on Morse Street, East Walpole. This property consists of 15,000 square feet of land and a modern seven-room house.

The Walpole Home Building Company has sold to Walter J. Connolly of the Bird Machine Company a lot on Woodland Road, East Walpole. Mr. Connolly plans to build in the near future.

The Walpole Home Building Company is opening up another section of lots at their Woodland Road Development, East Walpole. This is one of the finest developments in this vicinity, with a number of attractive houses already built and occupied.

The Walpole Home Building Company will be glad to help you buy or build and finance your home, if you locate in East Walpole or the Rock Hill section of Norwood.

FOR SALE

Single Houses
Four—Five—Six Rooms
Large Lots—Good Locations
Prices $2,500—upwards

Buy now while you have the opportunity to secure a Home on liberal terms.

WALPOLE HOME BUILDING COMPANY, Inc.
East Walpole, Mass.

The "Movies" in Bird Hall will open for the season on Wednesday, September 19, 1928.

A SELFISH MAN

thinks only of his own welfare. His immediate pleasure means more to him than the future of his family.

AN UNSELFISH MAN

will provide for the future of others even at the expense of his present comfort, so don't spend all for the good times of today until you have saved something for the future.

Nope, take another look, it isn't the East Walpole sign, but a copy of it that now hangs at the entrance to the Chicago Roofing office

A Few Reasons Why We Are Prosperous

The United States, with only a little over half the combined population of Great Britain, France, Germany, Italy and Belguim, produces twice as many goods and services, measured by their value, as are made or rendered by all of these five nations put together.

The annual national income of the United States is 5 times as great as that of England, 9 times as great as that of Germany, 13 times as great as that of France, 22 times as great as that of Italy.

The per capita income of a resident of the United States is $766. The per capita income of a resident of England is $417. The per capita income of a resident of France is $192. The per capita income of a resident of Germany is $168. The per capita income of a resident of Italy is $119.

"Industry."

Veterans' Service List

WE give below the names of those whose fifth and tenth anniversaries fall during the month, and of those who complete more than 20 years' service during September:

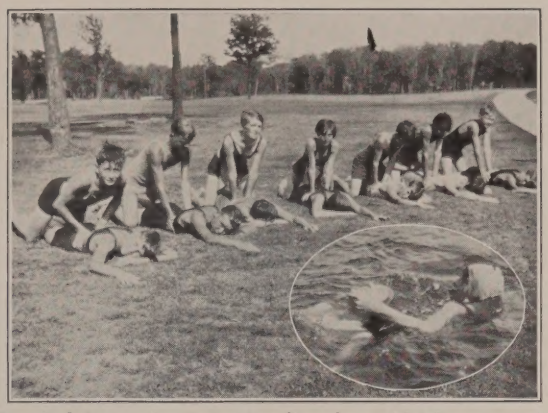
			Yrs.
A. C. Urquhart	9–10–1896	Maintenance	32
L. L. Thompson	9– 1–1898	Roofing Sales	30
P. R. Allen	9–15–1898	President	30
Florence Holmes	9–25–1898	Office	30
Annie Brown	9–21–1901	Office	27
John Eppick	9– 5–1903	Roofing Mill	25
Patrick Coughlin	9–10–1904	Paper Mill	24
Robert Orr	9–10–1904	Power and Steam	24
Antonio Paddock	9– 4–1905	Paper Mill	23
S. C. Traudt, Jr.	9–15–1905	Roofing Sales	23
Michael Burke	9–22–1905	Paper Mill	23
Mary Driscoll	9– 3–1918	Box Shop	10
Mary Hickey	9– 3–1918	Office	10
Joe Campaignio	9– 4–1918	Finishing Mill	10
Herbert Badger	9–16–1918	Paper Mill	10
Olive Burke	9–18–1918	Box Shop	10
Ernestine Campbell	9–19–1918	Office	10
Ellen Ahlman	9–20–1918	Box Shop	10
J. F. Costello	9–23–1918	Maintenance	10
Joseph Treconis	9–30–1918	Roofing Mill	10
A. V. Wilson	9–30–1918	Office	10
Felix Glebus	9–30–1918	Floor Covering	10
Luigi Lamperti	9– 1–1923	Box Shop	5
R. A. Wilkins	9– 4–1923	Asst. Supt. Main Mill	5
Chas. Mutch	9– 4–1923	Box Shop	5
Amato Taverna	9– 5–1923	Box Shop	5
Peter Antonatis	9– 6–1923	Roofing Mill	5
Vincent Leston	9–14–1923	Box Shop	5
Tony Ceglarski	9–17–1923	Paper Mill	5
Louise Percy	9–17–1923	Office	5
John DeCosta	9–24–1923	Finishing Mill	5
Anttan Skinner	9–27–1923	Floor Covering Mill	5
	PHILLIPSDALE		
Thomas O'Halleran	9– 1–1913		15
Rose McKenna	9–16–1918		10
Darrell Richardson	9–27–1918		10
	CHICAGO		
Benjamin Cozzi	9–17–1923		5

How Sunlight Helps Cure Tuberculosis

THE importance and usefulness of sunlight in the treatment of tuberculosis of the bones and joints has been fully realized only during the past decade, Dr. R. I. Harris states in *Hygeia* for August.

"We have no vaccine to protect us against the onset of tuberculosis, as we have for smallpox; we have no antitoxin to neutralize its effects, as we have for diphtheria, and we have no insulin to tide us through the period of illness as we have for diabetes," Dr. Harris observes. But years of experience have shown that a patient's resistance can be enhanced by exposure to sunlight.

No one knows just how sunshine exerts its beneficial effects. As far as physicians can determine at present the cure depends on the changes produced by sunlight on the skin. The tanning of the skin occurs in connection with profound changes in metabolism as a result of which the patient is able to overcome his tuberculous disease.



Practical instruction in saving lives by artificial resuscitation. Insert, practicing a "carry" in the pool, on a "drowning" subject

(Continued from Page 2)

girls have passed their beginner's test in swimming; nine have passed their "general proficiency" swimmer's test, and 15 or 20 more are expected to take and pass the test very soon; more than 20 have practiced the life saving land and water drills and will take their official examinations before the month is up.

But while the Park's activities are primarily for the youngsters, there is "plenty doing" for the older folks, too. The nine tennis courts are in use every evening, on Saturday afternoons, and on Sundays after 1 p. m. Three tournaments are under way—the women's singles, the men's "bumper," and the Francis William Bird Trophy tournament.

The Athletic Field provides the means for organized baseball. The Bird & Son team in the Industrial League hold their home contests here, as do other Walpole teams.

The Park also provides for practice shots at golf, a few short holes having been constructed near the flagpole.

Nor are the facilities provided only for those who wish active sport. Throughout the Park are little knolls and shaded places with benches set out for those who wish to rest.

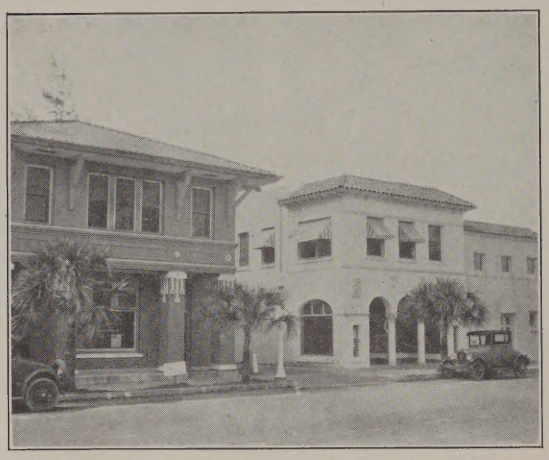
The Music Court was designed for quiet and more or less cultural amusements. The Court is situated in a quiet corner of the Park and is admirably designed for the staging of band concerts, pageants and the like.

In closing, we repeat what was said editorially in last month's issue:

"For the young, for the old; for the few, for the many, Francis William Park offers rest and recreation. Today it is appreciated—tomorrow it will be looked upon as a veritable godsend to a community that will be far larger than this one is today."

The minute that you lose in stopping to be careful may save some other fellow hours of suffering.

AN INTERESTING STORY OF BUSINESS GROWTH



Left, office building of East Coast Lumber and Supply Co. Fort Pierce, Florida, and, on the right, paint and hardware display salesroom and warehouse for other products

East Coast Lumber & Supply Co.

Mr. Van Hoy, one of our southern salesmen, obtained this very interesting business story recently, and sent it to the Review, where we are glad to publish it.

IN the late eighties and early nineties that section of our country now known the world over as "The Winter Playground of a Nation,"—the wonderful "East Coast" of Florida,—was little more than a primeval wilderness, dotted at remote intervals with small trading posts. The principal method of transportation was by boat,—stern-wheelers and schooners alike plying the blue and emerald waters of its rivers and bays.

When the late Henry M. Flagler decided to construct a railroad through that territory a young man by the name of George F. Paddison was employed as purser on one of the steamboats plying the waters of the far-famed Indian River, which stretches for almost two hundred miles along the East Coast. Foreseeing the decline of steamboating in the face of rail competition, and with an optimistic belief that with the advent of rail communication the new territory would settle up rapidly, young Paddison started a small retail lumber and building material business at Eau Gallie, at that time one of the largest settlements along the coast, and an important steamboat shipping center. He also placed in operation there the first woodworking plant on the coast.

A steadily growing business institution rewarded his industry and foresightedness, and shortly afterwards he opened another yard at Fort Pierce.

Mr. Paddison was not without competition in his ideas, however, as is attested by the fact that previous to the time he established his lumber business at Eau Gallie, J. B. Conrad and Frank E. Bond, who operated sawmills at Glenwood and Kalamazoo, Fla., had opened a retail yard at Titusville, about forty miles north of Eau Gallie, and later on at West Palm Beach.

In May, 1902, Mr. Paddison, Mr. Bond and Mr. Conrad consolidated their retail yard interests, incorporating themselves as the "East Coast Lumber and Supply Co."

The new organization continued to grow as the territory was settled and developed, additional yards being added from time to time until it became necessary to move the General Offices to Fort Pierce as being more centrally and conveniently located to all the yards, and at the present time the line consists of retail yards at Titusville, Cocoa, Eau Gallie, Melbourne, Sebastian, Fort Pierce, Okechobee, Stuart and Miami, and a millwork plant at Fort Pierce. An affiliated yard, known as the "Dade Lumber Co." is also operated at West Palm Beach under the management of R. P. Paddison, a brother of the founder of the company.

George F. Paddison remained at the head of the organization from its beginning until his death some years ago, when, Mr. Bond and Mr. Conrad having also passed on, the management fell to successors from their families, the majority of the stock of the corporation still being in the hands of these families. E. R. Conrad, a nephew of J. B. Conrad, is President of the company at the present time, R. P. Paddison is Vice-President, and W. E. Tylander, who was employed by Mr. Paddison at the time of the incorporation of the company, is Treasurer and General Manager. W. P. McCormic, who has also been with the company for many years, is Secretary and Purchasing Agent.

Some very interesting facts in connection with the growth of the company were pointed out by Mr. Tylander. The original Paddison yards were appraised at less than $20,000 at the time of the consolidation. Today the physical investment is considerably more than a million dollars. When Mr. Paddison first started his business there were, strictly speaking, no roads, and deliveries were made principally by steamer and schooner, with a mule team supplementing where trails had been cut through the woods. Now a fleet of motor trucks, operated over a magnificent system of concrete and asphalt highways, enables them to swiftly reach the most remote section of the territory in which they operate. The first millwork plant at Eau Gallie was operated by water power, the flow from a battery of artesian wells turning a large overshot wheel. Later the same wheel furnished enough electric current to light the office and store, Mr. Paddison's residence, and one or two business establishments in Eau Gallie. The present millwork plant at Fort Pierce is modern in every respect, being driven entirely by electric power, motors being connected direct to the machines.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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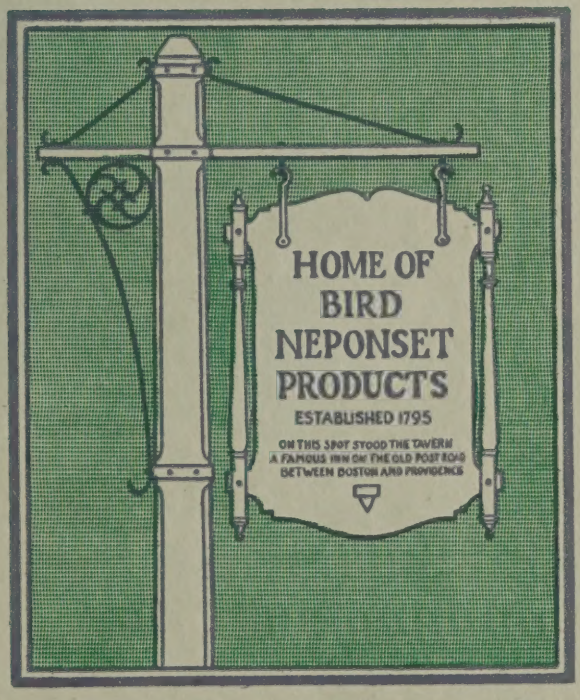
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
PRODUCTS

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVI NO. 10 OCTOBER 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

NO-ACCIDENT and FIRE PREVENTION NUMBER

Vol. XVI *October 1928* No. 10

THE MANAGEMENT'S VIEWS ON SAFETY AND FIRE PREVENTION

Messages from Mr. Allen and Mr. Wyman

MOST of us are familiar with the work which Bird & Son, inc., have always done in the matter of fire and accident prevention but few of us perhaps realize how well this work has been done. It was something in which Mr. Bird was always very vitally interested and vigorously insisted that both departments should be pushed to the highest state of efficiency.

Not so long ago accidents and fires were looked upon as almost necessary and bound to happen anyway. Years ago we took the stand here that fires and accidents *could be prevented*; that it was money well spent to do every last thing possible to prevent both. The result is today that we can be proud of the record. The fact is that Bird & Son's Main Plant was second in the Paper Mill Contest for the whole country last year in the matter of accidents.

Consider for a minute what it means to have a record like this. Building and Roofing Department—With 218 people, they had last year only 9 accidents—not a single accident since October 10, 1927, no lost-time accidents, and no days lost in 319 days. The Paper Mill has been 200 days without an accident; Phillipsdale 170 days, etc. All wonderful records when compared with any previous period but especially when compared with the older period when less attention was paid to safety and accident prevention work.

Fires and accidents do not *just happen*; they are the results of carelessness, or unprotected machines, or bad planning for prevention. They are almost all preventable. Great credit and praise go to the members of our Fire Brigades, Safety Committees and each and every employee who have brought about this excellent record.

In passing, let us pay a well deserved tribute to the individual who spends most of his waking moments in figuring ways and means of bettering in any single way our work on safety and fire prevention—Frank Fisher. He seems to be an exceptional man for this exceptional work.

Philip R. Allen, President.

THE real fundamental difference between people engaged in fire prevention and people who make up the large fire departments of the country is that, on the one hand, the work must be done before the fire starts and, on the other hand, it must be done after the fire starts, although people who make up our large fire departments are more or less active in preventing as well as extinguishing fires.

In an industrial organization, the highest compliment that could be paid would be that we have had no fires.

We have over one hundred men on our fire brigades and each one of these men has the matter of fire prevention continually on his mind. While it is a fact that we keep our equipment for fighting fires at a high point of efficiency, it is also a fact that the same men who are drilled to operate this equipment are doing everything in their power to eliminate or bring to the attention of the proper officials any point which, in their opinion, might constitute a hazard and thereby cause a fire. A fire if serious, would affect in a vital way not alone their own position but that of their fellow workmen and indirectly that of their families, due to possible lost time and expense.

Fire Prevention Week is a national affair and is to call to the attention of every person in the country the fact that the time has now arrived to keep fire prevention at the head of the list for seven days. This is not only as a personal matter, but should also be considered a duty on the part of everyone to report to the proper parties or officials anything which comes to their attention which might cause a fire.

Therefore, in this article, I am calling on our entire organization to take this matter very seriously and let us see if we cannot put the Bird plants across 100% during Fire Prevention Week, and continue the plan indefinitely thereafter.

George R. Wyman,
Vice-President.

BIRD & SON'S 1928 SAFETY STANDING

PLANT	No. Emp.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	To SEPT. 20	OCT.	NOV.	Total Accidents to Date		Lost Time Accidents per 100 Emp.	Days Lost per 100 Emp.	Calendar Days Since Last Accident
													This Year	Last Year			
Bldg. and Roofing	218												0	9	0	0	339
Phillipsdale	156		1	1									2	3	1.3	5	190
Paper Mills	244	2	1							1			4	13	1.3	24	12
Floor Covering	284		2		1		1		2				6	18	2.2	40	28
No. 2 Box Shop	118		1	1			1						3	8	2.6	98	103
Chicago	96	1						2					3	8	3	43	54
Engineering	156	3			2			2					7	7	4.5	28	54
No. 1 Box Shop	211	2	1	1	2	3		1					10	4	5.1	120	59
TOTALS	1483	8	6	3	5	3	2	5	2	1			35	70	2.3	42	

THE progress in accident reduction during the eight and a half months just completed as compared with the same period of 1927 is truly a worthwhile accomplishment.

Between January 1 and September 20 of this year we have had 35 lost-time accidents. Last year's record for the same period was 70 accidents. Just think of it—a 100% reduction. Shows what can be done when one and all work for the same end.

We all know what a wonderful record Building and Roofing has been rolling up this year. Yet it is so good that it merits further mention. A full 11 months, or to be exact, 339 days, without a single lost-time accident. An envious record for you other divisions to strive for.

Let us see how the various divisions compare with last year. From the above chart you will note that Building and Roofing has had none this year and 9 last year. Phillipsdale is better by 1, having 2 this year and 3 last year, and has gone nearly 6 months since the last accident. Keep it up, DP.

The paper mills have a reduction of 9, there being 4 this year and 13 last year. After going 6 months without an accident, a man was caught between a roll of paper and a post while unloading the paper onto storage skids. Don't get discouraged DM, but continue to hold your advantage over last year.

Floor Covering has a decrease of 12 over last year, there being 6 to date against 18 for last year.

Number 2 Box Shop is better by 5, 3 against 8 last year. Chicago was doing fine and had gone 5 months without an accident and then in July 2 happened. Even so, its record is 5 better this year.

Engineering and Number 1 Box Shop are the only divisions that have not bettered last year's figures. The former is tied with last year and stands a good chance of throwing off the jinx and joining the other divisions, especially as it has gone 2 months now without an accident.

Number 1 Box Shop got away to a poor start and has had a hard time overcoming its handicap. However, it also has gone 2 months now without an accident and let us hope can finish the year without any more occurring. This division only is behind last year, 10 this year against 4 last.

"One of These Days You'll Forget To Be Careful"

YOU know the danger of Fire. You see its devastating results all around you and you know that most fires are due to somebody's carelessness.

"Why can't people be as careful as I am?" you ask yourself. Most people are—but they, like yourself, are human and some time, for some reason they forget to be careful just as some time you may forget.

Care is a powerful defense against Fire, but only a partial one. Be careful, but, because you are human and because your own care isn't enough, protect your possessions with insurance sufficient to indemnify you in case of loss.

"It is difficult to measure something which we cannot see. It has been very truly said that 'if we prevent something, nothing happens.' We are vaccinated against smallpox, and we do not have it. How many would have had it in the absence of vaccination is mere conjecture. If a man rescues several lives at a fire he is a hero. The man who sees a fire and puts it out before it spreads is no particular hero, yet he may have saved many lives.

"Just so with the prevention of accidents. We never know how many are prevented by proper care, education, safety devices and other factors."

What To Do in Case of Fire

OF course this number of the *Review* would not be complete without a story on Fire Prevention and What to Do in Case of Fire.

This is it.

We have had several preliminary articles on Fire Prevention in recent issues, but this is an even more "particular" one.

Bird & Son is interested in Fire Prevention for two great reasons. First of all, a serious fire would mean a tremendous financial loss. The insurance which this or any other company carries would never pay all the losses that result from a big fire, as you probably realize.

Secondly, a fire might mean the complete shutting down of an entire plant for a considerable period, with no work, and no wages for the employees.

That's why our fire rules are so strict, and that's why so much time and money is spent in buying and keeping up to date and in good repair all the hundreds of fire doors, extinguishers, sprinklers, etc.

We have talked quite a little about what causes fires. A big fire is always a small one at first, you know, and if we know what starts 'em, we can go a long way towards keeping 'em from getting started.

Matches and smoking. We've said a great deal about that pair. But are you sure you follow the company rules on these things? Are there safety matches in your pocket now, or the other kind?

But there are other causes of fire, too. Oily rags and waste, and trash of all kinds for instance. Do you do your part in keeping your department clean. You may never throw oily rags or waste of any kind except in the proper barrel—but do you pick up such waste when you see it lying where it shouldn't be? Or are you one of these chaps who says—"Why should I pick it up—I didn't throw it there"?

Every Bird worker should consider himself an unofficial member of our Fire Brigades, so far as fire-prevention work goes. If you see dangerous conditions, remedy them, or report them. You may be saving your job by doing so.

But supposing a fire should start, and you should be the first to see it. Do you know what to do? Can you operate a fire extinguisher? Do you know the location of the nearest mill whistle, and town alarm box? And do you know how to turn in both kinds of alarms? For the benefit of those who do not, we give the following instructions:

Location of Alarms and Whisles

AT East Walpole Town Boxes
653—Coal Pocket (near Main office)
654—Repair Shop (near Mill office)

655—Fire Pump House (near C & D Engine room)
656—Finishing Mill (near No. 1 Box Shop)
Mill Whistle
Boiler room (near chimney)
C & D Engine room (near pond)
AT Norwood, Building and Roofing Plant
Town Box No. 5 (near Boiler room entrance)
Mill Whistle (in Boiler room)
AT Norwood, the Floor Covering Plant
Town Box No. 7 (in roadway, on Finishing Building)
Mill Whistle: Between No. 1 and 2 Print Machines

How To Turn In Alarm

To turn in Town Alarm, open the door of the fire alarm box, AND PULL DOWN THE HOOK.

To turn in a MILL alarm at Main Mills or Building and Roofing Mills, run to engine room and tell engineer to tie down the Whistle. At the Floor Covering plant, run to the Whistle rope, indicated by a sign and fasten down the rope.

After both alarms have been given go to MILL gate and direct firemen to the fire.

You Are Responsible

—as a citizen—for the ravages of FIRE. Accept your responsibility! Be careful with fire; and if you have already learned the lesson of carefulness, teach others to be careful.

The time to be careful is before the accident occurs. Prevent it if you can. If each worker prevents only one accident each year, the benefit to the employees will be enormous.

Never operate a machine unless you thoroughly understand the machine and the work. If there is anything about it that you do not understand, ask the foreman for instructions. Never start a machine until you know it is safe to do so.

Members of the American Chemical Society, Division of Water Sewage, and Sanitation. This party of chemists visited our plant on September 12 to inspect our treatment of waste water

American Chemical Society Group Visits Plant

AT the annual meeting of the Northeastern Section of the American Chemical Society held this year at Swampscott one of the features was a talk on "The Treatment of Industrial Wastes from Paper Mills and Tannery on Neponset River," by Mr. Almon L. Fales of the firm of Metcalf and Eddy, Engineers of Boston.

The Chairman of this Division of the Society is Stuart E. Colburn an old-time East Walpole boy who is also connected with the same firm. Both he and Mr. Fales are well known to many at Bird & Son through their long connection and work on our waste water treatment and disposal.

Mr. Fales' paper was given on September 12 and automobiles brought the group pictured above to Norwood and East Walpole for the inspection of the plants and river.

Arriving here they were greeted by Mr. Allen, Mr. Wyman and Mr. Smith. Under the direction of Mr. Fales were shown the workings of our waste water department and how our five million gallons of water is treated daily and returned to the river in better condition than we receive it.

"The visitors expressed favorable comment on the efficiency of our processes and on the broad-minded policy of the company in the way we are handling our waste water," says Mr. Fales, who also writes that one visitor, who has travelled all over the country, made the following statement:

"As far as I can see the treatment works at the mills visited are the most efficient and best operated of industrial waste treatment plants which it has been my pleasure to visit."

LIBRARY

WITH renewed interest in our work we have returned from our summer holiday and should look about for a means by which we may make ourselves more valuable to the organization. The correspondence courses offered by the State University of Education as well as their class instruction provides unusual opportunity to pursue studies to Engineering, Commercial and Academic Courses. We are supplied with their latest bulletins which are ready for distribution and will endeavor to obtain any further information. These pamphlets will be distributed through the Library or Labor Bureau. Call us if you are interested.

If in doubt as to an Evening School, the pamphlet issued by the Prospect Union Educational Exchange lists the most reliable educational schools in Boston and vicinity. A copy of this pamphlet may be had at the Library.

Our evening hours cannot all be spent in serious study; we demand a certain amount of recreation in our reading, and we suggest the following books which have come to us recently:

Trader Horn Vol. 1	
A Dog Puncher on the Yukon	Walden
The Early Worm	Benchly
With Lawrence in Arabia	Thomas
Let's Go	Ranlet
With Malice Toward None	Willsie
When West was West	Wister
Deluge	Wright
The Outer Gate	Cohen
Gabrielle	Maxwell
Genevieve Gertrude	Brady
The Afterhouse	Rinehart
Three Lights from a Match	Nason
Two Flights Up	Rinehart

THE FLORIDA DISASTER AND A NEW FB SHIPPING RECORD

WHEN the office opened for business Wednesday, September 19, it looked like the telegraph wires from Florida had been kept hot all night sending orders North for car after car of roofing to begin reconstruction of the area devastated by the West Indian hurricane the day before.

Knowing how badly this material was needed and realizing that there was but a few hours before the schedule sailing of the last southbound ship out of Boston for some days, word was sent to the Traffic Department to see what could be done. They decided to truck as much to Boston as possible before the boat sailed at 3 p. m.

All orders were entered as quickly as possible, passed by credit, routed by traffic and sent to the shipping department; but even at top speed it was nine-thirty before they finally reached Dick Stoddard and at ten o'clock loading began.

Gould had mustered 34 trucks ranging in size from two to eight tons and it was up to Dick to keep them moving. This he did in fine style, going without lunch, in order to be sure there was no delays or mistakes.

About one o'clock "Scotty" Robertson of the Traffic Department realized it was impossible to complete loading the orders at hand by schedule sailing time of the Clyde steamer Ozark. This resourceful Scotchman immediately called up the manager of the Clyde Line in Boston and succeeded in having the Ozark's departure delayed six hours.

At 6 p. m. Dick Stoddard had the last truck loaded and on its way to Boston. 618,000, or a little over 15 carloads, handled by the shipping department and loaded on Gould's trucks in less than eight hours.

Dick Stoddard and his men go home to their first meal since 6 a. m. very hungry and tired but with a contented mind.

"A fine day's work well done."

C. D. H.

Bird Club Holds Annual Election

THE Annual Bird Club Meeting was held Friday evening, September 14, at the Bird Club Gymnasium. Prior to the business meeting a shore dinner was served to approximately 175 members.

The business meeting was presided over by President E. L. Chamberlain. The following were elected: Five members on the Council for three years: S. B. Montgomery, S. W. Smith, John H. White, A. H. Anderson, H. A. Schaier; Secretary, B. D. Rogers; Treasurer, Francis W. Smith.

THROW OUT YOUR CHEST

YOU often hear people say, "Position is everything in life." It's true in more ways than one.

Do you ever notice people as they pass by on the street? Some are erect, brisk, splendid looking, but too many are stoop-shouldered, narrow chested and sluggish. Posture is one expression of personality: good posture denotes the well poised person.

Posture affects—Health. The human body, like any other machine, must be in perfect balance to prevent friction. If the shoulders droop forward, the chest is flattened, the abdomen is forced downward, and consequently the circulation of the blood, the free play of the lungs and the digestion are all interfered with. Backaches, constipation and "that tired feeling" may be the result.

It affects—Looks. Persons who stand and walk erect are attractive. They are noticed. On the other hand, many a person who would otherwise be very good to look at spoils his or her appearance by a slouch, round or uneven shoulders, protruding shoulder blades and a slovenly gait. Look about you and see who are examples of good posture.

It affects one's feelings. The individual who walks erect, with head and chest up, is optimistic, cheerful, confident. The man who is depressed walks with a shuffle, droops at the shoulders, and allows his chin to rest upon his chest. His posture increases his depression and irritability.

It affects one's future. Nine times out of ten an employer, granted that the ability of the applicants is equal, will choose the upstanding shoulder-square individual and reject the individual of poor posture. It's a good idea to walk straight as well as to be straight—to be upright in body as well as in actions.

What causes poor posture? First: bad sitting position—sitting on the edge of your spine, or doubling over your desk or bench until your back almost spells a letter S. Second: bad standing position—standing on one leg, which throws a strain on hip and spine. Do not "buckle" at the waistline, either sitting or standing. Give your diaphragm room to move.

The only way to get good posture is always to maintain it. Stand erect, raise the head and chest. Sit erect. As time goes on you will find that the muscles will become strong and hold you there. Special exercises, such as Walter Camp's Daily Dozen, will help while maintaining the erect posture. In other words, the way to get good posture is to practice it.

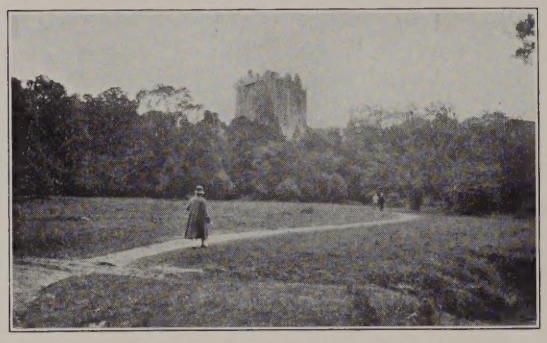
H. E. Randall, RN.

Our Trip to Ireland

By Mr. and Mrs. John H. Smith

WE left Commonwealth Pier at five o'clock Sunday, July 15. The weather was splendid all the way across and we landed at Queenstown on Monday morning, July 23, after a most delightful voyage.

Tom Lavin and his daughter, Mary, met us at the wharf, and we all breakfasted together at a hotel in Queenstown. We then motored around



Mrs. J. H. Smith at Blarney Castle, Ireland

the city until noon. After dinner we started out to see some of the beautiful sights of Ireland.

We motored some every day that we were in Ireland. We saw all the places of interest and the scenery everywhere was indescribably beautiful.

We met many people prominent in Irish affairs and all were most sociable and cordial, and very interested in the United States.

Ruins of Bective Abbey, Ireland, near Estate of Bective House

During our stay in Ireland, we travelled about 2200 miles. We had a most enjoyable week's visit at Bective, Mr. Bird's estate in County Meathe.

We left Dublin for Liverpool on August 17, and arrived there in the late afternoon. We stopped overnight at the Adelphia Hotel and set sail for home the next day at two o'clock.

The return voyage was smooth with the exception of a rough sea one day. We landed in New York the morning of August 27 and took a train an hour later for Boston, arriving home at six that evening feeling fine after our wonderful vacation.

Through the Gap of Dunlow.
Tom Lavin, his daughter, Mary, and Jack Smith

What's Wrong in the Picture?

A Real Safety Contest

ON the opposite page is a puzzle that should interest Bird workers everywhere. It is one of those "what's wrong with this picture" puzzles, and believe us, there are plenty of things wrong.

The Central Safety Committee offers the following prizes to Bird & Son employees who send in the longest and nearest correct list of accident and fire hazards visible in this picture. First prize, $10.00; second prize, $7.50; third prize, $5.00.

The contest begins October 1 and closes October 15, 1928. Each contestant may submit as many lists as he or she desires, but each will be limited to one prize.

The judges will be members of the Central Safety Committee.

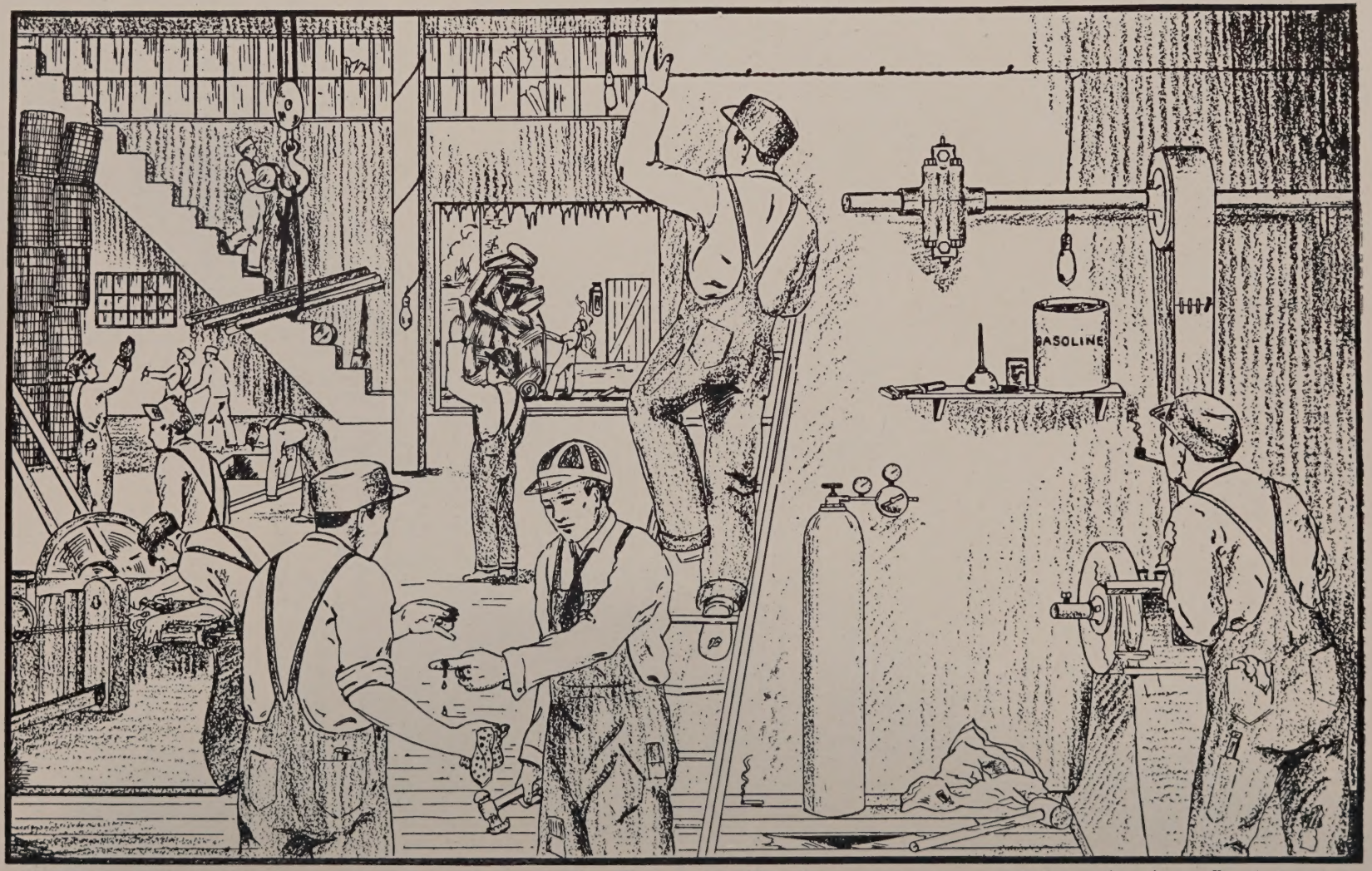
Take your pencil and start your list now. But don't think that you can complete the job in ten minutes, or even an hour. Nor should you try to find everything on the first attempt. Write down as many "things wrong" as you can on the first inspection, then put the picture away and try again tomorrow. The most glaring mistakes will be easy to find, but there are little half-hidden errors that will get by you. Everything is fair, however, and in plain sight if you just "sharpen your eyes."

The contest is open to all Bird & Son workers, with no exceptions save the members of the board of judges. Make out your list, sign your full name, department and number, and send it to "Safety Puzzle Contest," Dept. G., East Walpole.

CONTEST CLOSES OCTOBER 15

SEND IN YOUR ANSWERS NOW

WHAT'S WRONG IN THIS PICTURE?



PUZZLE—Find the largest number of Accident and Fire Hazards in this picture and win one of the cash prizes offered by the Safety Committee. See the rules and regulations on opposite page. Contest open to all Bird & Son workers.

BIRD'S
NEPONSET REVIEW

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Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

SALES OFFICES: East Walpole; New York; Chicago; Minneapolis; Columbus; San Francisco.

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Fighting Fire Before It Starts

SOME years ago Mr. Bird called me to the office and asked me what I thought of our Fire Brigade, and I, being a member of the Fire Brigade, could not say anything but the best. I told him I thought our Fire Brigade was good and that it could fight fire as well as the Walpole, Norwood or even the Boston Fire Departments. Mr. Bird looked at me, smiled, and said, "I don't, but I will tell you what I call a good fire brigade. A good fire brigade is one that stops the fire before it starts—that means fire prevention."

Now Fire-prevention and No-accident Week is with us again. We have not heard any of our whistles blow for fire in any of our mills for over a year. Thanks for that, and it is due to the good work of us all. We have been careless at times in the past, but are improving each year both in fire-prevention and accident prevention, but we must continue to improve.

A good workman will try in every way to avoid a cause of danger by not permitting any of the practices that he has been warned about. Secondly, he will remove all dangerous conditions that he may find in his department, and, third, he will train himself to recognize fire hazards in the mill in general. He will use his influence to have them removed and educate others to do the same.

Oily rags are dangerous; they should be put in waste cans and the cans should have good covers.

None other than safety matches should be carried in the mill, as there is danger of dropping them for someone to step on and cause a fire. It seems at times as though people in general would never learn to regard matches with the proper respect and care. When one considers that more than 700,000,000 matches are used in the United States in a single day, it is no wonder that they are taken as a matter of course. Only good safety matches should be carried.

The rule in regard to smoking in the mill should be followed up very closely. A man seen smoking in the mill should be considered a dangerous workman, and should be reported at once.

Electricity is another thing to contend with and we must keep a good watch of all wires and fixtures, and report any we may see in bad order.

All fires are small at the start, but grow big very quickly so that it is up to us to watch out and do all we can to protect our job by remembering Mr. Bird's idea of a good fire fighter.

F. W. Fisher.

Vacation Picture Contest Awards

OVER two hundred separate pictures from thirty-four entries was the task the judges had before them when it came time to select the winners in the contest. The pictures covered the entire United States from Maine to California and Florida to Wisconsin.

First prize pictures are reproduced on the opposite page. The other winners will appear in succeeding issues.

The following awards were made:

Special Grand Prize—Harry L. Tower, FXW, a beautiful landscape picture which was marked "The Land of the Moose," Washington Co., Maine., (shown on page 16.)

Group 1. Camping Scenes—First, H. L. Tower, "A Camp in Massachusetts State Forest." Second, "Canoeing on Highland Lake," Illinois, Lavina Moore, Chicago.

Group 2. People—First, Robert P. Martin, Jacksonville, Fla., "The Martin Triplets." Second, Mrs. Vi. Zimmer, Chicago, "President Coolidge being presented with Indian Blanket by Boy Scouts of America," at Superior, Wisconsin.

Group 3. Water Scenes—First, M. J. Tarr, EMY, "Profile Falls," White Mts., N. H. Second, Pauline Rafuse, VF, "Echo Lake," Franconia Notch, White Mts., N. H.

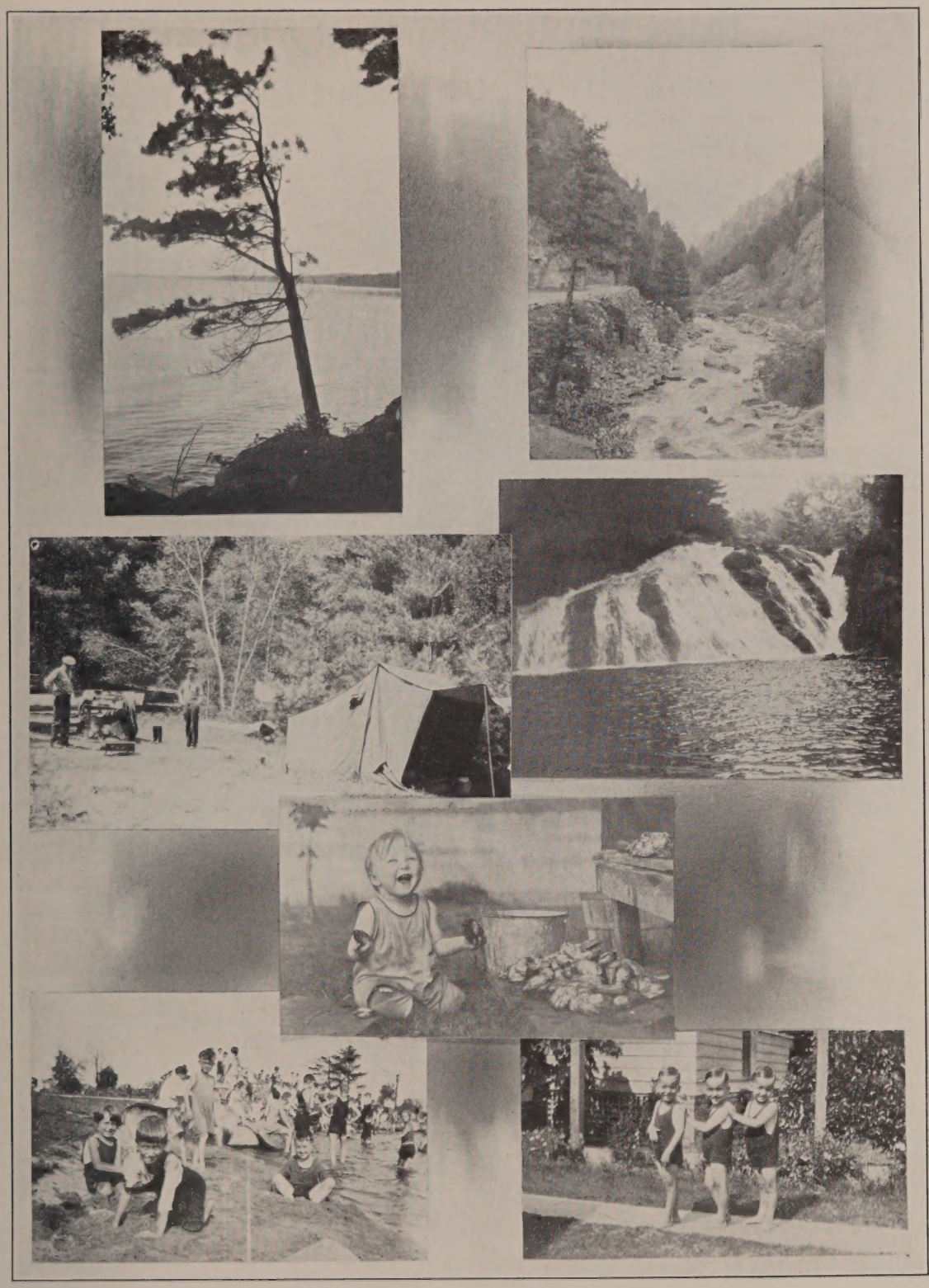
Group 4. Landscape, Mountains, etc.—First, B. J. Overholt, Chicago, "Boulder Canon" near Boulder, Col. Second, H. L. Tower, FXW, "White River," near South Royalton, Vt.

Group 5. Still Life—First, Miss B. E. Hubbard, CE, "A Lonesome Pine," on the shore of Long Lake, Maine. Second, Miss A. M. Roundy, RC, "Shady Wood Bear and Cubs" at Lake Hotel Ranger Station, Yellowstone Park.

Group 6. At Home Pictures—First, Miss W. M. Smith, "A Hot Day at the Swimming Pool," Francis William Park. Second, Hugo Salamaa. "A Group of FFR Men at Noon-time."

Group 7. Miscellaneous—First, Samuel W. Gladding, FX2, "Enjoying the Clams." Second, Maurice J. Tarr, EMY, "The Little Red Mill," N. H., destroyed by the November Flood.

Honorable mention is given to Hap Timmins, EF; Miss A. M. Roundy, RC; B. J. Overholt, Chicago; Paul De Larario, DMP; Dagmar Peterson, PD.



Winners of First Prizes in Vacation Picture Contest

A Lonesome Pine—On the shore of Long Lake, Maine.—B. E. Hubbard, C.E. Boulder Canon near Boulder, Col.—B. J. Overholt. Chicago. Camp at Massachusetts State Forest—H. L. Tower. Profile Falls, N. H.—M. J. Tarr. Enjoying the Clams—S. W. Gladding. A Hot Afternoon at the Swimming Hole—W. M. Smith. Jefferson Sparks, Walton Godfrey and Charles Francis Martin—children of Robert P. Martin.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Fred J. Spang Margaret Poff Edgar Tarr Margaret Owens

Ted Maddern and family are spending a week at Pigeon's Cove.

B. R. Taylor and family spent a very pleasant week touring, visiting Niagara Falls, Thousand Islands and other points. If you want any details regarding good camping places, apply to "Ben."

Miss Louise McFarland completed twenty years with Bird & Son on September 8. The occasion was marked by roses from her fellow workers in Depts. K and T and a beautiful bouquet from the Old Timers.

The RC vacationists are as follows:

Gladys Noddin and husband at Brewer, Maine.

Gladys and Ethel Duncan at Hampton, Va., New York and Washington.

Mrs. Brown, two weeks at Onset.

New cars include a Buick touring, Ernest Coleman; Chrysler roadster, John Cook; Hupmobile sedan, Ben Rogers.

The Floor Covering Department played a game of checkers with their salesmen last week. The "jumps" were as follows: Dick Winn to A. S. Browne's place, Eddie Johnson to Graffam's, Graffam to Covert's, Covert to Stukey's. Jack Cook made the big jump from the Main Office to Eddie Johnson's place and Stan Blackmer is preparing for the big jump to Dick Winn's.

We welcome another new correspondent to our department; namely, Ernie Smith. Good luck, Ernie, just as much as our other correspondents have had.

Mary Foley is spending a week of her vacation at Falmouth. If the weather were better, we might say that Mary was having a good time. She may be at that, for all we know.

The CF girls had another "Weenie Roast" a couple of weeks ago and had their usual good time for a second time this summer.

Some of the girls in the department went on a party to see "The Great Necker" and had quite an enjoyable evening. They report that they arrived in town early and bowled a few strings in preparation for the coming months of competition.

We understand that Joe Erker has bought a larger hat since Eben Johnson left the concern. "The hat goes with the position," Joe says.

Harold Murley has been transferred from AF to AW.

Wess Beaulieu, after a number of years of apartment life, has moved to the country; namely, Westwood. Walter Abel says that this means two more votes for him when he runs for town treasurer next year.

Bob Rodd came in recently with a large plaster on his forehead. According to *his* story he was cranking his Pontiac and she kicked. That's a new one on us—we all thought he might have run into a door. We give him credit for being original at least.

Leonard Mattson decided he couldn't make the grade when it came to raising a moustache so the inevitable happened—he washed his face.

Roy Springer has been seen with a new outfit. Everyone thought it was purchased to improve his game at the Walpole Golf Club, but he declares it was for the ocean trip to Baltimore, Maryland, he made during September.

Agnes Foley returned from her vacation at Silver Beach with a new coat—of tan.

Jim Mack spent his vacation at North Adams and Roy Young at Montreal.

Bill Sline sure has his eye on the ball. Teamed up with Bill Hale in the four ball best ball match, Bill won his third prize in two weeks Saturday afternoon at the Walpole Country Club. Using a three-quarters handicap, 17 for Sline and 15 for Hale, the best ball was 77.

John E. Alcott, who has been connected with our Floor Covering designing department for the past five years has recently been appointed adviser on Art in Industry to members of the Associated Industries of Massachusetts. Jack is also head of the Design Department at the Mass. School of Art.

May Walsh has spent the past week in Wilmington, Del. She will return to the office Monday morning.

Margaret Dalton has spent the last week at home.

Mr. G. E. Pendergast will undergo an operation Monday.

Jerry Sheehan has a new Pontiac.

Mr. Gillis is starting his vacation today, Sabina Costello will take his place during his absence.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran William J. Quinn John J. Burke
Herbert L. Badger Maude E. Kaler John H. Maguire

We are sorry to hear of Victor Mulacheski's accident and hope he will soon be back with us again.

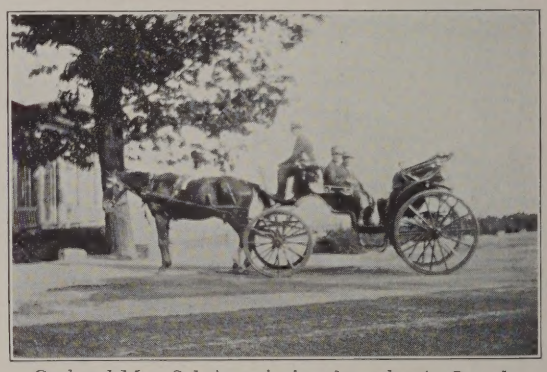
Ed Powers has been transferred from DMT to DM. Best of luck on your new job, Ed.

Dave Kelley has returned to Dartmouth.

With a total of 50 employees, DMC and DMH have 20 who are entitled to service vacations.

Jim Kivlin has returned from his vacation at Onset with more pep than ever.

Michael Uzdavinis has returned from a week's vacation.



Carl and Mrs. Schaier enjoying themselves in Canada

From Madison, Maine, comes news of the arrival of George Russell Wyman, 3rd, on Sept. 13, at the home of Mr. and Mrs. George R. Wyman, Jr.

Coleman Conroy jammed one of his fingers recently and says from now on "I'm a safety worker." If you want to be a safety worker, you must practice it.

Several postals received from John Burke state that John is having a glorious time in Canada.

Jim Geary has returned after touring the West while on his vacation.

James Trenholm motored to Maine, spending a few days on the old farm.

Tony Nenartowicz spent his vacation visiting friends in Rhode Island and Connecticut.

William Head toured Maine while on his vacation and reports a big crop of hay and potatoes.

John Burke planned to spend his vacation at Canada. They only allowed him three days in the country and we are all wondering why.

Some vacationists: Herb Badger at Ipswich; George Smith, Nantasket Beach; James Houlihan, a week at Bridgeport, Conn.; Miss Miriam Leary, New York.

During his vacation Arthur Smith plans a trip to Cuba where he will attend a gathering of Spanish War Veterans.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Paul Guttormsen has returned from his vacation. He stopped at Chicago, visiting our plant there, Niagara Falls and Newfound Lake.

More vacations: Robert Orr, at home; P. McNulty, short trips to beaches; John McLennan, Niagara Falls and Canada; P. Ruscitti, at home.

Roy Gardner is spending his vacation in Pennsylvania "Farming." Roy knows a new road from Nashua that unfortunately took him back to Nashua two hours later. He will furnish particulars to any one requiring same.

Joe Sheehan is now enjoying his vacation and no doubt will be giving all of his leisure hours to his new son. Congratulations, Joe.

Fred Duncan has returned from his vacation looking in the pink. He reports a very enjoyable two weeks motoring over the State.

Andrew O'Malley has returned from a trip to Ireland. Reported a "grand" time.

And others who have returned from vacations:

Miss Smith of the Mill Office from a very enjoyable vacation at Poughkeepsie, N. Y., the only disappointing thing being that the grapes were not quite ready.

Maurice Tarr at Manchester, N. H. "Moe" had quite a thrill from his first aeroplane flight while there.

Nelson Bartlett, Albany, N. Y.

Russell Jenkins and George Wallace at Manomet. They report a great time.

Al Dobbins, H. McNeeley and Ed Geraghty, whereabouts unknown.

William Sullivan is now the proud daddy of a seven and one-half pound baby girl born August 31. And the Stork also left a baby girl at the home of James Capoldo on September 14. Congratulations, boys!

J. Smith is continually being seen picking elderberries around the mill pond. We hope they will not have a familiar taste.

We extend our sympathy to John Broadley for being wrongfully accused of owning the dog that tore the neighbor's washing.

We welcome back Jack Smith from his trip to Ireland. Jack seems to be very enthusiastic about all of the wonderful sights and says he never missed a meal from the time he left East Walpole until he returned. His appearance certainly proves this as we have never seen him looking so well.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*
Leslie E. Howard

We are having one of our beaters made into a Dilts high-speed beater and we await results with interest.

Our new five-cylinder thickener was put in Labor Day and is now working fine.

James Girard is improving and by this time is probably out of the hospital. Joseph Doyle has recovered from his attack of pleurisy and is back again.

George Inman has had his car simonized and is now already for winter. His car is standing up pretty well.

New men this month include Joseph Walsh, the new painter in DPM, and Charles Anthony, who worked with us over ten years ago on the machine.

John Davis would like to take a ride in an aeroplane if he could find someone to supply the necessary $5.

Mr. Henderson is spending his vacation at Green Hill, Rhode Island. George Hawley and Willie Banks went to Quebec. We don't know why! Joe Silvia also went to Canada but he made the round trip in a week so we guess he behaved himself while he was up there. Tony Nanni has had his first service vacation.

Joe Betencourt has built a new home on Brightridge Avenue and Tony Andred is building a new home on Warren Avenue.

Manuel White will practice safety first hereafter while in Massachusetts as the result of a lecture presented him by some one-man police force down on the Cape recently.

John Enos has traded his Star for a Moon.

Manuel Perry of DPH announces the birth on August 20 of Dorothy Perry. Tony Andred of DPC announces the birth of Arthur Andred on September 6.

John Barquist is still wearing a straw hat. He has just built a garage and we suppose he can't afford to get a new hat right away.

Checks for accepted suggestions were received this month by Lloyd Allen, Tony Dias, and Jim Boisvert.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Slaney*

Some vacations:

Kenneth Towle, Wilmington, Del., having drove over the road; Robert Morse, West Rindge, N. H., and vicinity viewing the damage caused by the recent storm; M. Verderber, Fitchburg and the White Mountains.

Peter Flaherty was a recent visitor at Portland, Maine.

Kathryn Brady has returned from a two weeks' vacation.

We welcome Richard Sprague who is a newcomer at FXC; also Henry Johnson at DVX1.

Belated congratulations to Victor Taggart of FXR who was married to Miss Mary Reardon on August 30, 1928.

And more wedding bells—Henry Dowdie was married on Labor Day to Miss Nellie Keyes of Nahatan Street, Norwood, and spent his honeymoon up in the mountains of New Hampshire. Upon his return to work he was presented with a smoking cabinet by his fellow workers. Congratulations, Henry!

Mr. and Mrs. Henry Dowdie on their honeymoon.

Mrs. Jostin is the proud owner of a new Atwater Kent Radio and finds it real entertaining.

The following have moved into their new homes:

Edgar Ross from Norwood to Carrol Avenue, Islington.

John Goonan from Mylod Street to St. James Avenue, Norwood.

Herman Lauble to Pond Street, Walpole.

Mary Sameski to Short Street, Norwood.

Ansimi Nikituk from Norwood to Washington St., East Walpole.

We understand that Sam Gladding is trying out as a double for Doug Fairbanks. Well, Sam, we give you credit for successfully growing one.

Mildred Schaier, who worked in FX1 during part of her summer vacation, has just started a four-year course at Bridgewater State Normal School.

Arnold Schaier has returned to Northeastern where he will continue on his engineering course.

FXG made a new record of 197 tons for the week ending September 13.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat.*

Newcomers at FB: Richard Cook, Robert Smith, William Bishop, John Foley and Mario Tomassetti.

FB workers extends to Mr. P. J. Reardon and family their sincerest sympathy on the recent death of their wife and mother.

"Doc" Watson is a good listener now for he has lost his teeth. He will recite on request that little ditty "She sells sea shells, etc. It's an excellent recitation.

We extend our sympathy to Gus Mauritz on the death of his father.

Matty Phillip's latest addition to his menagerie is a hive of hornets which proved to be anything but friendly when one lit on him and made sitting down rather uncomfortable.

Angelo Melino is the proud daddy of a baby daughter born September 14. The young lady weighed 8½ pounds.

Alexander Szugai has purchased a new home on Tremont Street, Norwood.

Wladyska Karkota is also now living in his own new house on Hillside Street, Norwood.

Among others who have recently moved:

Ruel Fulton to Washington Street, Norwood.

Joe McGregor to East Walpole from Norwood.

Charles Purpura to Oolah Avenue, Norwood.

Jack Graham to Water Street, Norwood.

John Trefenow is busy digging the cellar of his new house in Westwood.

Frank Mori is eager to know how the three kittens came to FBSM. How about it, captain?

Friend Paul Sansone put in a pleasant week adding a little sunshine to his famous old Brisco.

Harry Bellew says his week proved that "There is no place like home." Joe Smith also vacationed at home repairing his property.

Jim Quinn was happy rambling around between Norwood and Revere on his vacation.

Eli Chamberlain is now doing it grand in his aristocratic Silver Buick.

"Jep" of FBE wished to see the sea at sea so he spent his week tug riding between Boston Harbor and Norfolk, Va.

John Stupek has moved into his new home.

Paul Krucas spent the week-end fishing.

We have heard of a "frame up" in many a walk in life, but Friday, September 14, was the first time to our knowledge that a club member could install his own waiter at a lobster supper. How come, Red?

Bill Sebel reports he shot two ducks, but could not find them. Tough luck, better luck next time.

We are glad to see Deeb Esber back with us again after his recent illness.

The following took place at FB:

Scene: Washroom of FB. Time: Tours changing at 5.00 p. m. Characters: Manuel Alves, Jim Quinlan and Foreman.

Act One—Manuel (greatly excited): "I lost my shirt, I lost my money, he left me one shirt but no money, I think he has made a mistake."

Foreman: "Who has made a mistake?"

Manuel: "Jim Quinlan, because he was standing beside me and he took my blue shirt for his and threw it in his locker."

Foreman: "Describe your shirt."

Manuel: "Blue shirt, big safety pin on pocket, twelve $10.00 bills and three $1.00 bills in pocket."

Action—Opens Jim's locker and sure enough everything is found as described. To make sure we ask Jim if he left any money in his locker but he informed us that he could carry all his money in his pocket. When we explained matters to Jim and that there were $123 in his locker, you can well imagine what Jim said.

Moral: Do not carry a large amount of money to work to leave in your locker and worry about. PUT IT IN THE CREDIT UNION and DON'T worry.

Married, Saturday, September 22, 1928, at Walpole, George E. Smith of Norfolk and FBN and Miss Ethel Ingram, Walpole.

It is really a shame how inconsiderate a person can be. Of course it was unintentional we know and in fact we were not supposed to know anything about it for it was to have been a surprise. Here's how we learned about it.

Howard Everett just by luck happened to drive by Rev. Roderick McLeod's residence in Walpole on September 22 and got a look at two familiar looking autos out in front which he knew belonged to George E. Smith, Esq., and Miss Ethel Ingram. Howard mistrusted what was up, stepped on the gas and rushed for a ton (or may be it was a pound) of Chinese "Staff of I ife" and raced back.

The Gods of War and Love were with him for he was just in time to greet the bride and groom as they were leaving the parsonage.

The sorry part of the affair is that Howard had to do the honors for the whole crowd of us and in a very short space of time but wait till George gets back, there will be more news for the Review.

Everyone of the boys unite in wishing George and Ethel the best possible long and happy married life.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

L. L. Williams, who is now with the C. C. James Co. at Muskegon, and Mr. C. C. James of Grand Rapids, Mich., were visitors at the plant on August 23.

Mr. Hird attended the meeting of the Asphalt Roofing and Shingle Institute at the Edgewater Beach Hotel, Thursday, August 23.

Mr. J. S. Bryant, Secretary of the Asphalt Roofing and Shingle Institute, spent a few hours in the office on Friday the 24th.

An announcement has been received of the birth of Jane Elizabeth to Mr. and Mrs. Lawrence Harless. Mrs. Harless will be remembered as Miss Bess Dunn, who worked in the Sales Department for several years.

"Duke" Perrizo drove to Elkader, Iowa, some sixty miles northwest of Dubuque, spending Saturday, Sunday and Labor Day with friends there.

Glen Hall, our new salesman in Michigan, was in for the day with Mr. Stone, a salesman with Bruno-Martin Company of Saginaw, Mich.

The Horseshoe Pitching Contest will get under way soon now, as everyone has had his vacation, and a schedule for the games to be played by the various teams has been drawn up.

Last month's Review showed several of the vacation pictures that were sent in by employees at Chicago, and we are hoping that someone here will get first prize this year.

Mr. J. W. Chapman of Austin, Texas, visited us recently.

We were sorry to learn of the trouble W. A. MacDonald has been having with his eyes, and hope for a speedy recovery.

O. B. Schreen has a new Willys-Knight sedan.

C. P. Conger was in the office on September 7.

Mrs. Pritchett, who until recently was Miss Zelma Scott, was presented with a beautiful floor lamp as a wedding gift from the employees.

Mr. Caro of the Lewis Bear Co., Pensacola, Fla., was a visitor at the plant recently.

A daughter, Janet, weight 6¾ lbs., was born to Mr. and Mrs. Al Bohenberger, September 9. Everyone joins in congratulating the happy couple.

We were very glad to see Viola Rice back on the job after an absence of several days due to illness.

"Bob" Brebach is attempting to raise a mustache and is being kidded constantly about it. Herman Pollock evidently couldn't stand the "gaff" and cut his off after a few d ys growth.

Mr. Hird spent a week in the Arkansas territory with Morris, calling on dealers there.

The Bird Bowling Team lost its initial game of the season in the Industrial League, but from what we can learn it's the last one they will lose.

"Bill" Wilson spent Friday in Milwaukee, visiting several of our dealers there.

The end of the Tennis Season find the following in first position: Schreen, Freeman, Weiss, Hanna, Clark and Wilson. Matches have been scheduled to eliminate three of the men as follows: Schreen vs. Freeman, Clark vs. Weiss, Hanna vs. Wilson.

Mr. Stafford, who has been absent for the past few weeks due to illness, is back at his desk again. Needless to say everybody is glad to see him.

"Bert" Hindmarsh of the Floor Covering Division was out to see us on Thursday for one of his rare visits. "Bert" is a former "Roofing" man, and we are always glad to see him out here at 76th Street.

A meeting of the Suggestion Committee will be held Wednesday, September 26.

Harry Prinzler won a casting rod, we are told, at the annual outing of the Indiana Builders Supply Association.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

L. J. Latham — *Peter Alexander*
Tom Rogers — *Nils Lindquist*

Chester Dryden spent some time repairing his car and got as far as Niagara Falls. As yet we have not seen the car although Chet has been back on the job for a couple of weeks.

Zen Babech is back to work after a long siege of sickness. Welcome back, Zen.

Ernest Smith has been transferred to CF.

Steve Thomas has left to accept a position with an electric wiring concern in Boston.

We welcome Ralph Ayer, a new sales training man, and Charles Davenport to FFR.

Harry Carlson has been transferred from FXC to FFR.

Vacationists:

Howard Hewins, short trips around home; Francis Rose, Green Harbor, Mass.; Richard Seavey, White Mountains; Edward Boulter, Wiscasset, Me.; Roy Young and Gordon Wilson, Deerfield, Mass.; Elmer Noddin, Brewer, Maine; William Pratt, Digby, N. S.; Ed Crockett, a week touring.

Francis Monahan is numbered among the married, the event having taken place Sunday, September 2. Congratulations, Francis.

Al Hayward is back after spending a month with his folks in Canada.

Sim Fownes spent two weeks with his brother at Newton.

Dan Ross is moving into the new house on Morse Hill.

Evan Ostrom of FFN has purchased a "new to Him" Nash.

Ditto for Ralph Nutter only his is an Oldsmobile.

We welcome Samuel Creden who has been transferred from the Chicago Office to Sales Training.

Clarence Phillips has acquired Ralph Hildreth's Ford coupe. Don't forget, Ralph, that the last car leaves East Walpole at 1.00 a. m.

Returned from vacations: John Smith—Maine. Leon Wilson—Seeing the sights of Norwood. Sydney Taylor—Cocktail, New Hampshire. Lloyd Smith—Revere Beach and Chelsea. Lester Evans—Getting the range on the Rangely Lakes. Clarence Hagman—Taking in the sights at the Westwood Airport.

New men in FFP: Thomas Connelly, William McLaughlan, John Steponowich.

Ben Sodergren reports spending an enjoyable week-end sailing around the Cape fishing scallops, but as the scallops were not biting he had to be satisfied with clams and seaweed.

CHICAGO OFFICE

B. I. Hindmarsh — *Lillan Moe*

My, my, there is nothing quite so nice as the September morns here in Chicago. Everyone came back from their vacations and the office has settled down for a nice busy fall, which has been started out with a bang by the 5% advertising allowance and business brought in from it.

Great turmoil was caused when little Sammy Creden pulled away for East Walpole where he is to go through various stages of training back at the mill. We hope that he will imbibe all the knowledge quickly so that he can hurry back.

Mr. Westcott made one of his home runs to Dallas and back in record time.

We welcome L. J. Pigott and P. J. Kules into our sales organization.

According to Ida Mitchell, life was very fascinating at Fox River Heights. Virginia Szukalla has great things to tell about the moonlight canoeing at Browns Lake, Wisconsin. Betty Rohr came back very light hearted from her vacation at The Dells of Wisconsin.

C. A. Boiteau of Montana surprised us with a hurried visit through Chicago a few weeks ago. We are expecting him back this way again and hope he will linger with us a little longer this time.

Francis William Park Playground Closes

First Year Ends With Good Results

First Year of Operation Ends With Very Good Results

The playground activities in the Francis William Park were brought to a close Thursday, August 30, when a Field Day was held for all the children of the town.

This gala affair marked the ending of East Walpole's first year of organized playground work, and it has been very successful. The daily attendance of the playground varied considerably, but the "Grand Finale" brought each and every boy and girl who was interested in play, out to the races. The weather was perfect and a long program of field and water events was run off smoothly.

The day's program was laid out to demonstrate as near as possible the activities of the playground and at the same time create the competitive interest.

At the Field Day Swimming Races

First and second prizes were awarded in all events.

A large silver cup was given to the high point winner during the entire field day and this was taken away by Mary Okuluovich of Washington Street, who took 5 first places and one second place. She was followed very closely by Jim Smith of East Street who tallied with 4 first markers and one second.

Excellent work has been done this summer by the instructors Miss Alta Cheney and Mr. Fred Duncan and much credit goes to the Playground Committee Miss Welthea Smith, Chairman, Mrs. Marguerite O'Donnell and Mr. Marshall B. Lee and the Serving Committee Mr. A. C. Jones, Chairman, Miss Anna Sabatis and Mr. George Murray for the extremely successful season.

It is hoped that the activities will be continued in future years with great expansion in all directions.

ATHLETICS

BASEBALL

THE Bird & Son Baseball Team lost the Industrial League Championship by an eyelash. They slipped from the top to a tie with the strong Norwood outfit, and in the play-off lost by the score of 7 to 2. However, it was a greatly weakened team that played this final game.

Starting where we left off last month, on August 21 we lost to Norwood 8 to 2. Dixon started the game for Bird, but Molloy relieved him in the 4th inning. Duncan hit for 1000 per cent, three out of three, and Oakes hit a home run.

On August 23 we played Norwood again, and this resulted in a 2 to 3 tie. Dixon pitched a fine game allowing 4 hits and striking out a home run in the last inning with one man on base, and tied the score for Norwood.

Canton bowed to Bird on August 28 to the tune of 6 to 0, Molloy doing the honors. Devinney and Smelstor were the hitters, each getting two out of three, one of Devinney's hits going for four bases. Smith and Murphy turned in some nice catches.

Bird and Norwood played off that 3 to 3 tie on September 7 and Norwood squeaked across a 2 to 1 win, pushing the winning run across in the last inning on a passed ball through the catcher. Molloy started the game for Bird and Devinney pitched the last inning. The game was finished in semi-darkness.

Bird went into a tie with Norwood for the lead by losing to Curity on September 10 by the score of 4 to 3. Dixon pitched good ball for Birds.

On September 15 Norwood won the championship by winning the play-off 7 to 2. The Bird team was greatly weakened by the absence at school of a number of our star players, but we did our best with Dixon in the box.

TENNIS

IN spite of the fact that tennis got a late start, this year has been a big year for the game. Bad weather held up the work on the club courts, but they were finally regraded and surfaced, and put to hard usage.

The Club has a membership of about 40 and two tournaments have been played. In the struggle for the Francis William Bird Trophy, 28 entries played a total of 27 matches, the final match being between Eddie Tarr of AK and Connie Gardner, FX1, with Gardner the winner, score 7–5, 6–3.

The bumper tournament has also finished and we find Frank Clem of FF the winner, having defeated John Saulen 3–6, 6–4 and 8–6.

Lewis Mfg. Co. of Walpole defeated Bird & Son recently in some hotly contested matches on the Walcott Courts. The matches were pretty even and it was not until the last Doubles was played that Curity could call it a day. Probably the most gruelling contest was the single between Reynolds, PFL, and Smith of Curity. Smith finally won both sets 7–5 and 11–9.

A girls' club has been organized with a membership of 37. The two new courts in the Park have been reserved for their use.

Other courts have been reserved at times for playground use, giving the coming "Tildens'" and "Wills'" a chance for uninterrupted play. Usually the youngsters played when the older people were elsewhere.

Norwood and Walpole residents have been allowed the use of the courts and probably 30 or 40 people have taken advantage of this privilege.

Altogether there are 9 courts available for tennis and they have certainly been busy this year. Tennis, as a sport, has taken a tremendous jump in the last two or three years and East Walpole, by virtue of its well kept courts, has added many new stars to the game of tennis.

SOCCER NOTES

The soccer team of Bird & Son, inc., opened the 1928–9 playing season at Brockton on Saturday, September 8, where they were opposed by the Brockton soccer football team on the grounds of the cricket club. Both teams played a good clean brand of football in a hard fought game, which terminated with Brockton the winners by a score of 3 to 1.

The Bird team had the better of the play until Tom May, a smart, new member of the team met with a bad injury to a ligament of the right arm.

It was a hard game for Birds to lose as they truthfully were the better team.

Goal scorers—Birds, Sam May 1; Brockton, R. Forknall 2, J. Davidson 1.

The second game of this season was played on the new athletic field East Walpole, between Bird & Son, inc., and Beacon Oil of Everett. This game was all Bird & Son from start to finish, the Bird team was changed somewhat and proved to be a strong aggregation.

The end of the struggle found Bird & Son winners to the tune of six goals to Beacon Oil none.

Goal scorers—H. Benson 3, Jack Smith 1, H. Hinson 1, Sam May 1.

Bird & Son versus Beacon Oil

G., John Cook	A. Gilbert
R.B., A. McKenna	W. Mellow
L.B., R. Havaran	J. McLumb
R.H.B., M. Tarr	A. Norman
C.H.B., W. McKenna	G. Housen
L.H.B., H. Hinson	A. Pervis
O.R.F., E. May	J. Fork
I.R.F., S. May	G. Salsbury
C.F., H. Benson	T. Wilson
I.L.F., J. Smith	W. J. Urquhart
O.L.F., J. Mullin	One man short

THE BIRD & SON SOCCER TEAM HONORED

The management of the Bird & Son Soccer team have received and accepted an invitation from the officials of Brockton Fair to play an exhibition game on the Oval of the Fairgrounds Wednesday, October 3. The kick-off will be at 3 o'clock and the opposing team will be selected by the Brockton Football and Cricket Club.

Veterans' Service List

WE give below the names of those whose fifth and tenth anniversaries fall during the month, and of those who complete more than 20 years' service during October:

			Yrs.
John H. Maguire	10-12-1882	Paper Mill	46
John Dower	10- 1-1895	Maintenance	33
Chas. T. Derry	10-12-1897	Retired	31
H. L. Engley	10- 9-1901	Drafting Room	27
Victor Purdy	10-12-1907	Maintenance	21
Alice Fales	10-28-1907	Boston Office	21
Ethel M. Clark	10- 6-1913	Main Office	15
Mary B. Foley	10-14-1913	Main Office	15
Michael Curran	10-19-1913	Maintenance	15
Ludwig Anderson	10-30-1913	Maintenance	15
Catherine Brady	10- 7-1918	Box Shop	10
James Duda	10-14-1918	Paper Mill	10
Wm. J. Richardson	10- 2-1923	Box Shop	5
Irene Delaney	10- 2-1923	Main Office	5
Mike Rosloff	10- 4-1923	Roofing Mill	5
Pasquale Accerino	10- 4-1923	Floor Covering	5
A. J. Quackenbush	10- 5-1923	Floor Covering	5
John C. Seastrand	10- 8-1923	Paper Mill	5
Domenic Cisternelli	10- 9-1923	Roofing Mill	5
Richard J. Kennealley	10-10-1923	Main Office	5
Rose Silverman	10-11-1923	Main Office	5
F. Roy Cooper	10-15-1923	Main Office	5
James W. Garner	10-15-1923	Floor Covering	5
Hugo Salamaa	10-16-1923	Floor Covering	5
Tony Kureis	10-17-1923	Floor Covering	5
Martin Keady	10-18-1923	Box Shop	5
Guptill Fillmore	10-18-1923	Floor Covering	5
Joseph Daisley	10-19-1923	Floor Covering	5
John Waltonen	10-19-1923	Shipping—Main Mill	5
Michael Flaherty	10-22-1923	Box Shop	5
Peter Flaherty	10-26-1923	Box Shop	5
Carl Brennan	10-29-1923	Floor Covering	5
	PHILLIPSDALE		
Leslie E. Howard	10-10-1923		5
	CHICAGO		
Frich Gach	10-14-1918		10
William Bennett	10- 2-1923		5
John Clifford	10-16-1923		5
Ralph W. Duvall	10-17-1923		5
Margaret Thompson	10-29-1923		5

Mrs. Florence Holmes Honored On 30 Years of Service

ON September 25 the members of the Treasury and Credit Departments with Mr. Bartlett and Miss Gardner gave a dinner in her honor at the Fuller Tavern.

Mr. Miller and Mr. Bartlett as well as Mrs. Brown reminded Mrs. Holmes of several of the good old times which they had years ago, to the enjoyment of all. After the dinner the girls took Mrs. Holmes to the Norwood Theatre to see Charles Farrell (an East Walpole boy) in one of his new pictures.

To add to all Mrs. Holmes' excitement a bouquet of flowers and a Martha Washington sewing cabinet was placed in her room, which she did not see until her return.

Want a Safety Calendar?

HERE'S good news!

The Safety Calendar, published by the National Safety Council, and bearing the Bird & Son imprint, will again be distributed this year to all Bird & Son workers in those departments going through No-Accident and Fire-Prevention Week without a lost-time accident.

The 1929 Calendar, one sheet of which is shown above, is as good or better than those of previous years. Many of the paintings are worth framing, and all are interesting and bring home a Safety message.

On the back of the sheets are brief articles on various subjects that it will pay you to read. Some of these are: Electricity and Burns, Asphyxiation and Poisoning, Resuscitation, Cleanliness, etc.

These Calendars are valuable. They cost the company several hundred dollars for enough to give every worker one. But if they help to get the Safety message across, particularly in the home, they are worth every cent they cost.

Special Grand Prize: The Land of the Moose, Washington Co., Maine—H. L. Tower

SUGGESTIONS

THE regular meeting of the Committee was held a week early last month, on account of vacations, and consequently the number of suggestions for consideration was not large. The following were accepted and awarded the usual amount:

Tool for tightening or loosening open type hand-wheels — Lloyd E. Allen, DP
Guide and gauge for cutting wedges — James Boisvert, DPM
Bushing for electric drill — John Bortolin, EMM
"Return Postage Guaranteed" on Mailing Labels — Robert Davidson, SP
Grating for crane in DP34 — Antone Dias, DPH
Improvements in FX1 yard — Peter Folan, DMT
Paint flange fittings at Salvage yard — William Gokey, FMP
Danger sign to entrance of FFV from Short Street — Leo F. Hagarty, FFV
Table with castors for lifting batteries from tractors
Stamp pattern numbers on castings — William Koehler, FF
Ratchet collar on reels — Herman Nordstrom, DMP
Wall on dry rack — John Wosner, FBP
Strap for raising dies and arbors — Howard Young, FXR

T. N. T. Club

FIRST meeting of the year will be held October 2 in the Girls' Clubroom at 8.00 p. m.

The Club meets the first and third Tuesdays of each month.

Bird's Bridge Club

THE third year of the BB Club opens with the following in office: President, Mrs. Helen E. Randall; Vice-President, Mrs. Annie F. Brown; Treasurer, Hannah Flavin; Secretary, Clara Burke.

The first meeting will be on October 23, at 8.00 p. m. at the Girls' Clubroom. Plan to come and bring a new member.

Walpole Home Building Company, Inc. Notes

The Walpole Home Building Company, Inc., has sold to Theresa Solari a house on June Street, East Walpole. This property consists of a six-room house with modern improvements and 8,500 square feet of land.

The Walpole Home Building Company has sold to Mary M. Scanlon the property at 14 Rock Hill Street, Norwood; to Catherine Ginley the property at 20 Rock Hill Street, Norwood.

Harold E. Fuller has purchased a lot on Woodland Road· East Walpole. Mr. Fuller plans to start immediately the erection of a modern house.

Stanley Crowhurst will move October first into his new house on Moose Hill Road, East Walpole.

Leo R. Bernier expects to move October first into his new house on Woodland Road, East Walpole.

Mrs. Melissa Frost Phelps

We are very sorry to record the death of Mrs. Francis W. Bird's mother, Mrs. Melissa Frost Phelps, who died at her home in Jamaica Plain on September 24. We extend our sincere sympathy to Mrs. Bird and her family.

Robert James Malby

On September 10, Mr. Robert J. Malby, 74, president treasurer and general manager of the Malby-Conrad Co., Daytona Beach, Fla., passed away at his daughter's home in Gary, Ill. Mr. Malby was a pioneer in the lumber business in Florida. He has been a valued customer of Bird & Son for many years and his many Bird & Son friends regret his passing.

Charles G. C. Sack

The Review is sorry to record the death of Mr. Charles G. C. Sack of Lauraville, Maryland, which occurred on September 2, after an illness of several months.

He was president of the lumber firm of George Sack & Son, Inc., Lauraville, our dealers in this city and who have handled our roofing for many years.

He was president of the board of trustees of Jerusalem Lutheran Church, Gardenville; president of the Gridiron Building and Loan Association of Lauraville, and a director in the Hamilton branch of the Union Trust Company.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
REG.OFF

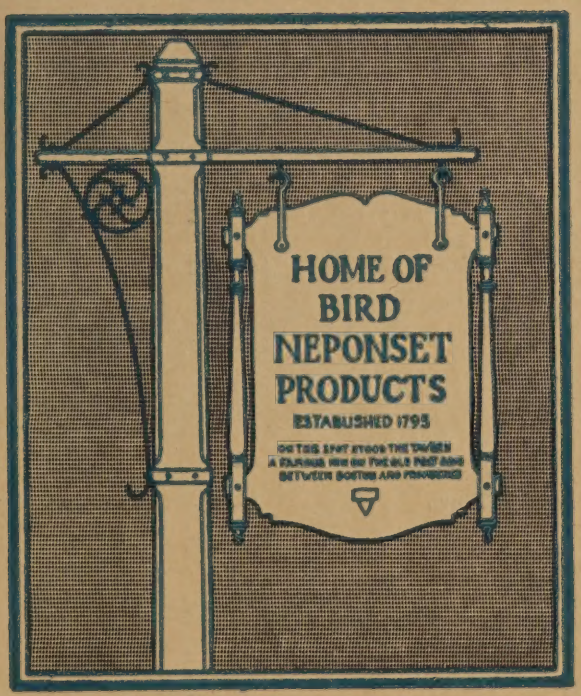
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



VOL. XVI NO. 11 NOVEMBER 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI *November 1928* No. 11

BUILDING & ROOFING PLANT PASSES ONE YEAR MARK WITHOUT A SINGLE LOST TIME ACCIDENT

Remarkable Record Achieved Only thru Carefulness and Alertness of Everyone

ON Wednesday, October 10, the Building and Roofing Mill was the scene of great rejoicing. For on that date they had completed one full year without a single lost time accident. Needless to say, this division is now the most envied and admired of all the Bird interests.

has gone since August 1, 1926, without a lost time accident. Picture this gigantic shingle machine employing 75 men, approximately 80 ft. long, which produces in a series of operations a finished shingle from the raw material. At one stage of the operation the felt base passes thru a tank of

Building and Roofing Safety Committee—Back row, left to right: Charles Delphy, Guido Fabiani, John Mognaini, Joseph MacGregor, E. L. Chamberlain, L. M. Pratt. Front row: Sabino Perniola, Harry Bellew, Benjamin Hathaway and James Lowe.

Just think what it means to create such a wonderful record. Here are 225 employees working together in one of our most hazardous divisions. Boiling oil, hot asphalt, huge continuous process machines, jitney trucks carrying finished products from mill to warehouse, or warehouse to cars, conveyors, and many other similar hazards too numerous to mention. Yet because of the extraordinary care which has become a part of their very make-up, these men have achieved a record which has never been attained in the history of Bird & Son.

One of the departments of this division, FBPM1 asphalt which must be held at a temperature of 500 degrees.

To the individual employee at this division goes all credit for making such a record possible. True the management has installed guards, signs and numerous other safety appliances. Also the Safety Committee has carefully done its part—but the greatest factor of all is the interest and enthusiasm that each worker has shown. Each person feels himself a part of FB's safety organization and accepts the responsibility thus thrust on his shoulders. Only thru such splendid co-operation has such a perfect record been made.

FLORIDA IS RUSHING CONSTRUCTION

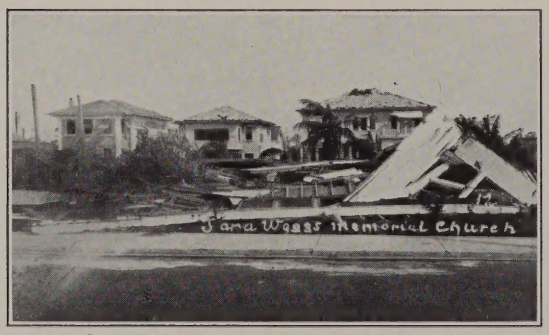
THE disastrous West Indian hurricane which struck Florida in late September has now passed into history but some snapshots taken directly after the storm have just reached this office and in looking them over, the writer is very forcibly impressed with the extent of the damage and the untold suffering which followed.

Space does not permit us to reproduce all of these pictures but glance over the ones at your right and see what a heartrending task the period of reconstruction must have been. Banyan Street is one of the main thoroughfares of West Palm Beach and from the picture it does not seem possible that in so short a space of time, business is again on a normal basis. Were it possible for us to give you a picture of the same street today, just 30 days after the storm, the scene would be entirely different, the debris all cleared away and reconstruction is being pushed as fast as possible.

Florida is the winter playground of our nation. As the weather grows cool here in New England, many of our folks seek the balmy weather and beautiful sunshine of West Palm Beach and other Florida resorts. When the coming winter season really opens, Florida will show very few signs of this storm. That "never say die" spirit with faith and loyalty to their home state make anything possible for these progressive folks.

It is impossible to pass without a word of praise for the manufacturers of commodities necessary for this reconstruction work and the transportation companies delivering the materials. We are proud to say that Bird & Son, inc., was one of the old New England firms to drop all thought of other business to help supply roofing materials to our loyal dealers so that they in turn could take care of their share of the great demand for some kind of protection from the elements. Our last issue published an article giving the facts on how our Traffic and Shipping departments broke all records and met the situation from the mill end.

In the foreground of another of the pictures on this page is the Sara Waggs Memorial Church which was completely destroyed. Behind this church are three beautiful residences but at the time this photograph was taken, their roofs seemed to be a very sad state of affairs. Note that two of these roofs are tile and very much worse for wear. The house on the extreme left is of asphalt shingles; true it does not look as good as it once did but still it is able to furnish abundant protection to the occupants. We are proud to be allied with an industry making roofing products of such durability that they can withstand the terrific onslaught of the gale and still come through smiling.



What is left of The Sara Waggs Memorial Church at West Palm Beach, Florida. Note the house with the asphalt shingle roof on the left

The wreckage on Banyan Street, West Palm Beach on September 20. The debris is now cleared and business is nearly on a normal basis

Banquet on November 8 Opens Bird Club Season—New Officers

WITH Harry Dresser again at the helm of the entertainment committee, Bird Club members are assured of another year of good times and amusements. No definite information is ready as yet, except that the Club year will start off on November 8 with a banquet and entertainment.

The new officers for this year are:

S. W. Gladding, President; A. H. Anderson, Vice-President; B. D. Rogers, Secretary; and F. W. Smith, Treasurer. Members of the Council, three years: H. A. Schaier, J. H. White, S. W. Smith, A. H. Anderson and S. B. Montgomery; Two years: Halburton Dobbins, P. A. Guttormsen, M. A. Shergals, H. A. Dresser, J. L. Locke; One year: P. R. Allen, E. L. Chamberlain, P. H. Bailey, S. W. Gladding, J. J. White.

All men in the employ of Bird & Son, inc. are eligible for membership. If you are not a member and are desirous of joining, advise your foreman, department head or L. R. Bernier, Chairman Membership Committee, PFN.

Veterans' Service List

WE give below the names of those whose fifth and tenth anniversaries fall during the month, and of those who complete more than 20 years' service during November:

			Yrs. Service
Marshall Grant	11–10–1894	Power and Steam	34
F. I. Plaisted	11– 1–1896	Retired	32
A. E. Souther	11– 8–1900	Box Sales	28
Ernest Stather	11–18–1901	Box Shop	27
Eric Johnson	11–20–1903	Finishing Mill	25
P. H. Bailey	11– 1–1904	Roofing Sales Man.	24
Timothy Reardon	11–12–1907	Maintenance	21
Lewis Walter	11– 5–1908	Box Shop	20
Walter McDonough	11– 4–1918	Paper Mill	10
Louis Maida	11– 4–1918	Box Shop	10
Jaspar Pozniokas	11– 6–1923	Floor Covering	5
Thelma D. White	11– 7–1923	Office	5
Margaret Delaney	11–26–1923	Office	5
Nora O'Malley	11–30–1923	Box Shop	5
	PHILLIPSDALE		
Manuel Costa	11– 9–1923		5
Everett E. Macomber	11–19–1923		5
John Goncalves	11–27–1923		5
	CHICAGO		
John Henehan	11–14–1923		5

The following were omitted from the August and September issues:

	PHILLIPSDALE	
Gatano Nanni	8–23–1918	10
Wilfred Couture	8– 6–1923	5
Anthony Perry	8– 9–1923	5
	CHICAGO	
C. E. Tyson	8–1923	5
W. K. Smith	9–1923	5

I Learned about Safety from Them

Now, I was a young cub in those days
A-learning my trade on the floor.
French Johnny was working beside me
When the crane broke as never before.
That big flask came down with a wallop,
Poor Johnny was under the rim;
Why, it happened so quick it near made me sick—
But I learned about Safety from him.

Then I shifted from there down to Portland,
And got me a job building ships;
They put me to help a machinist,
Who wasn't afraid of hot chips,
Till straight in the eye he got one,
Red hot from the tool to his glim;
So now he is shy that useful right eye—
And I learned about Safety from him.

Then I came home to the Old State,
Thinking I'd learn a good rule,
Until this young lad on the drill press
Told me I was a damn fool.
But the sleeve he'd forgotten to button
Wound up on the spindle so slim,
Broke his arm with a snap like a dynamite cap—
And I learned about Safety from him.

So I've taken my jobs where I found them,
But now that I'm roaming no more,
I've brought home to you this message—
It's yours, clear down to the core,
That Safety you've figured for others
Comes home to you now, can't you see?
Be advised by my lot, take this tip while it's hot,
And learn about Safety from me.

Anonymous

ONE of the great pleasures to the Old Timers, especially some of the office force, is to receive a letter from Wm. K. Churchill of Pompano, Florida, who is now in his 86th year. Notwithstanding his passing through many a blow on the high seas in his younger days and the two tropical hurricanes that visited Florida, including the last one September 16, his interest in and philosophy of life is as keen and rich as ever.

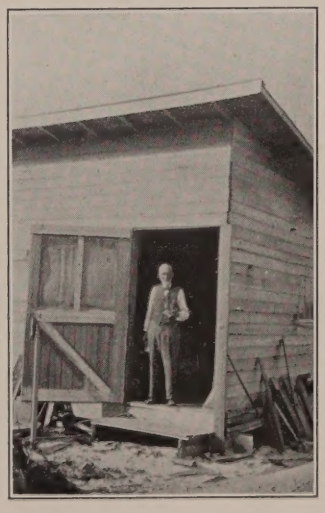
Mr. Allen was the glad recipient of the latest letter, hand written, which resembled almost a steel engraving as did his books in our office in the '80s and '90s. Let us quote from the missive of October 10.

"It is half-past 4 p. m. Am cutting off my work to snatch a few minutes to reply to yours written since the hurricane hurled itself upon us leaving a blasted trail. If it had been wind and water alone, 'twouldn't been so bad but the 'after-clap' resulting in books, exposed papers and documents all glued in a stiff mass, unopenable. What I mourn over is the way, aside from books, it has left my treasured Geographical Magazines with their fine engravings, maps and photographs, not to mention the descriptive texts, all glued about as solid as so much hard wood.

Some other things, all household goods, especially copies of engravings and photographs, ruined. Of course, being left without a roof, clapped the climax. No shelter for the house contents for a fortnight; two traveling trunks, a cabinet and a flat top desk were covered with old cloth until some Paroid was procurable. Beds and matresses were like wet sponges and it rained every other day. Flooring in chamber humped up and hasn't gone back yet. Electric system ruined. Had to bore holes in the floor to let the water into the cellar. Two water tanks were blown away and ruined. A 24-foot shed was blown to pieces to the leeward 'adorning the landscape.'

Fortunate for me a builder neighbor covered the house the latter part of last week. As funds in general are pretty well tied up it leaves us all groping for relief as practically everyone was a sufferer in some respect—the whole village feels poor."

Even with all of this adversity, Mr. Churchill retains that old-fashioned cheerfulness and says he will stick to the ship—"Florida"—and start anew under a new roof, resting peacefully, come what may; at the same time, not forgetting to send his best regards to his friends in this village.



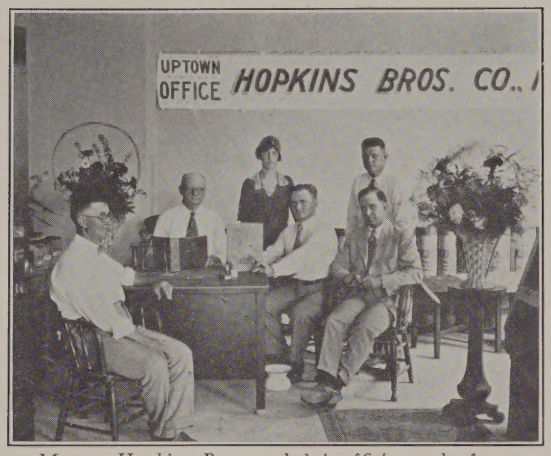
W. K. Churchill in the door of "The Shack" in Pompano, Florida. Mr. Churchill's fine house near here was entirely unroofed.

Bird & Son Salesmen's Page

Hopkins Brothers Company, Inc.

Lafayette, Louisiana

FROM L. S. Wharton of the Chicago sales force we have just received these wonderful pictures of Hopkins Brothers, Co., Inc. new uptown office in the "Evangeline Hotel."



Messrs. Hopkins Bros. and their efficient sales force.

Situated in the very heart of this city in the section of Louisiana made famous by Longfellow's immortal poem, is this office of Hopkins Brothers Company, Inc. The same spirit that imparted power to Longfellow's pen must have inspired these gentlemen in the appointment and decoration of this office.

Bird's roofing products make no small part of the background of the office and Bird & Son, inc. is proud of this connection with such an outstanding organization and wish them continued success.

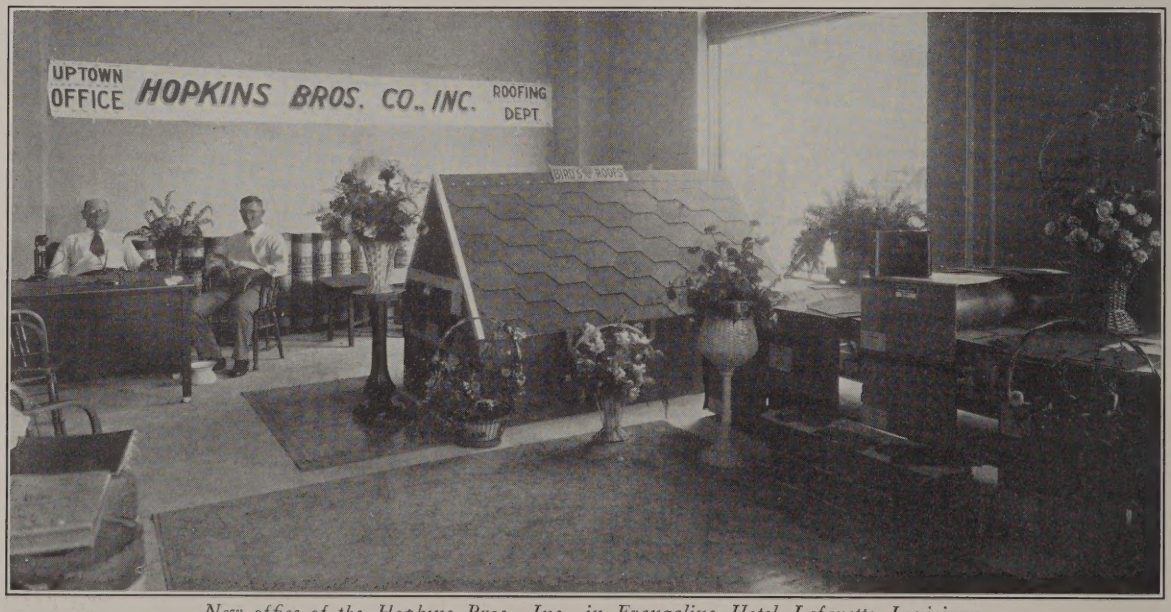
L. S. tells us that there is always on duty at this office a good looking young lady and if the young lady in the group picture is the one mentioned, we heartily agreed. To buy Bird's roofing from either of the gentlemen in the picture would be an easy job but the writer can think of no more pleasant occupation than buying Bird's roofing from this young lady.

Florida Distributers of Bird's Roofing Products

SPACE does not permit us to print in full any of the testimonial letters from dealers who have handled Bird's building and roofing products for 20 to 30 years and are still highly pleased with the source of supply of their roofing products. We will reproduce a paragraph or two from each of these letters and you can judge for yourself if Bird & Son, inc. is not justly proud of this praise.

The J. A. MacDonald Company of Miami, Florida, have handled Bird's building and roofing products over a period of 30 years. The following paragraph is taken from a recent letter we received from Mr. Guy Stoms, president:

"Having handled your line for approximately thirty years is an indication that there must be something that continues us to handle Bird's



New office of the Hopkins Bros., Inc., in Evangaline Hotel, Lafayette, Louisiana

products. Through these many years we have found your line most satisfactory and can always recommend to a customer not only quality and durability but the whole hearted support that we receive from their representatives as well as the factory."

Another letter we are very proud of comes from our friend, Mr. P. W. O'Doniel who is connected with the Garland Lumber Company of Lakeland, Florida, and reads in part:

"As the years go by we appreciate more and more the mutual advantages of doing business with a concern whose policies are founded on the idea that a business should not be so big that it loses the personal touch.

Regardless of our volume in good years and bad, you have always co-operated with us in every way to our entire satisfaction.

We are proud to be one of the growing 'Bird Family' and wish you continued success."

What organization would not be proud of such letters as these and if space permitted, we would like to print many more of them.

The following story was told by one of our floor covering salesmen:

"One afternoon I happened to call on a small, but very loyal, dealer of ours, who by the way is on the shady side of seventy' and learned with regret that he had that morning been rushed to the hospital with a broken hip.

"A few days later when I happened to be in his locality, the thought occurred to me to drop into the hospital and see how Mr.——— was getting along. Though it was early in the morning and not visitors' hour at the hospital, I managed to sell the day superintendent on the idea of letting me present in person to Mr. ——— a basket of peaches.

"I said, 'Hello, Mr. ———, I'm very sorry to see you here. Can you eat some peaches?' He said 'To h— with the peaches. Get out your color plates. I want to buy some goods.'

"Just as I was explaining that I hadn't called on business, the superintendent appeared, quieted down the venerable buyer and chased me out.

"Later when passing through this town, I decided to drop around and see how Mr. ——— was getting along. He was not at the store, but I was informed by his clerk that he had left instructions for me to go over to his home. There, in a wheelchair, he gave me the largest Neponset order I had ever received from him. In fact, he wasn't through ordering when his trained nurse came and chased Mr. ——— back to bed and bounced me out. But I didn't drop the order on the way out."

Larimore's Restaurant Opens

THE East Walpole Dining Room in the Bird Hall building opened on October 1 under the management of the J. T. Larimore Co. to the great satisfaction of the people of East Walpole and workers in our plants and offices.

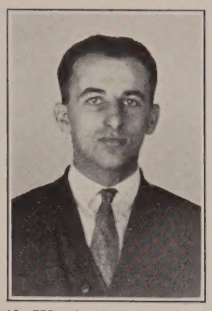
We have heard many congratulatory comments upon the excellent food and the very efficient service that the Larimore's Associates are providing.

The dining room is now open from 6 a. m. to 8 p. m. except Sunday. These hours will be readjusted if necessary to comply with the requirements of their patronage.

Russell Wins Safety Puzzle Contest

CROSS-WORD" and "Ask me another" puzzles had nothing on the interest displayed in the recent "What's Wrong in this picture" contest which appealed in last month's *Review*. Numerous lists of answers were received and it was only after the judges had carefully considered each one, that the winners were finally decided on. It was noticed that many had duplicated their answers, or were suggesting an improvement—not a hazard:

Winner of the first prize: Clarence Russell, Floor Covering Shipping, 78 correct answers



Al W. Smith, Labor Bureau, 2nd prize

Mary Driscoll, No. 2 Box Shop, 3rd prize

First Prize—$10.00, won by Clarence Russell, FFV, with an accepted list of 82 hazards.

Second Prize—$7.50, awarded to Al Smith of the Credit Union who had 77 correct hazards.

Third Prize—$5.00 goes to Mary Driscoll of FXK. Mary submitted the longest list, 129 answers, but after the smoke cleared away it was found that only 73 were acceptable.

Many others came close to placing in the prize winning class and to those we give honorable mention. They are: Maude Kaler, PL; Ralph Kemp, PBL; Leslie Latham, FFR; Maurice Tarr, EMY; Milton Beasley, PBL.

B. B. Club

A VERY pleasant evening was enjoyed at the Halloween Bridge on October 23. We are pleased to welcome the following new members:. Catherine Geary, Bertha Broadley, Mary Driscoll, Isabelle Faunce and Anne Wilson.

SUGGESTIONS

AT the October meeting, 60 suggestions were considered, eighteen of which were accepted. For the same period last year, 96 suggestions were submitted, 21 of which were accepted.

The standing of those who have two or more suggestions accepted this year is as follows:—

Peter Folan, DMT, 6; John Ford, FXR, 6; Herman W. Lauble, FXC, 6; Herman Nordstrom, DMP, 6; John H. White, FBM, 6; Howard Young, FXR, 5; John Mattson, FBM, 4.

The following have had three accepted:

Clifford Banks, DPP; Ralph Hildreth, FFP; Martin King, EMP; J. M. Smith, EMP; Bruno Stravinsky, FXF.

These men have had two accepted:

Anton Blazir, DMW; Robert Davidson, SP; Henry Dowdie, FXC; Ralph Farris, DVX1; William Gokey, EMP; Herbert Hinson, EMW; John Howard, FBX; Ralph Martin, FXG; Aubrey McLellan, FXR; Charles Mutch, FXC; E. C. Rafuse, SM; Ralph Simmons, FBP; George Wallace, EMW.

The following suggestions were accepted at the meeting held on October 3:

Welded steel glue frames for FXR Lid Rotaries — John Bache, EMM
Walk in waste water pump pit — Anton Blazir, DMW
Change blow-off pipes at cotton boilers — Michael Burke, DMB
Three copies of return material requisitions — Ralph Farris, DVX1
Protect elevator at DF — Anthony Feeney, DMT
Adjustable top guard rod on FXRM14 — Ernest Field, FXR
Protect pipe in crane well between FX1 and FX3 — Peter Folan, DMT
Stop on cutter control rod — John Ford, FXR
Irons on lift trucks — John Ford, FXR
Extend shut-off between No. 4 beater and chest — Edward Knaus, P
Remove bars at elevator gates — James Lasky, FXT
Conveyor on FXCM1 driven separately — Herman W. Lauble, FXC
Flexible tube at FXCM2 — Charles Mutch, FXC
Table for gum strip machines on winder posts — Herman Nordstrom, DMP
Alemite heads on electric truck wheels — John White, FBM
Extend monitor steam trap exhaust — Thomas V. Wynne, DPM
Rack for dies — Howard Young, FXR
Guard over dies at FXBM31–32 — Howard Young, FXR

How Many Did You Get Right?

ON a previous page we have printed the winners of the "What's Wrong in this Picture" Safety Puzzle. Believing, however, that there are a goodly number who would like to check their answers, we enumerate below some of the more noticeable hazards. Lack of space forbids our giving the entire list.

If you enjoyed working out this "Safety Puzzle" and would like to have a similar one run in the near future, ask your foreman to pass the word along to us, or send word direct to the *Neponset Review* Editor.

1. Bales of wire piled carelessly and too high.
2. Pulley and belt on emery wheel unguarded.
3. Man adjusting moving machine.
4. Using a hammer with a mushroom head.
5. Dirty rag for bandage.
6. Using chew of tobacco to administer first aid.
7. Men dressing own wounds instead of going to hospital.
8. Improper slinging of material.
9. Lifting weight stiff-legged.
10. Six broken windows. 11. Open can of gasoline.
12. Gasoline should not be on shelf.
13. Man smoking pipe. 14. Burning cigarette on floor.
15. Broken board in floor.
16. Hammer with broken handle.
17. Hammer should not be lying on floor.
18. Unguarded emery wheel.
19. Using emery wheel without goggles.
20. Improper lacing of belt.
21. Monkey wrench ready to fall on fittings of gas tank.
22. Shelf should have corbal around edge to hold small things from jarringoff.
23. Man wearing worn out shoes. 24. Unguarded stairway.
25. Barrel on stairs. 26. Broom on stairs.
27. Man descending stairs not looking where he is going.
28. Windows where stairs pass should be protected by screening.
29. Horse play. 30. Extension light wound around post.
31. Material on truck piled carelessly and too high.
32. Man should be pushing truck, not pulling.
33. Man's foot too near truck wheel.
34. Ladder set at a slant. 35. Light cord against shaft.
36. Light over open gasoline can.
37. Three unguarded electric light bulbs.
38. Electric wire should be enclosed in cable.
39. Cracked grinding wheel.
40. Unguarded opening in floor.
41. Valve on gas tank should be shut off.
42. Icicles over open doorway.
43. Obstruction on Industrial track.
44. Fire extinguisher should be inside of building.
45. Door near fire extinguisher should open outward.
46. Door near fire extinguisher should have latch.
47. Door near fire extinguisher should have cross braces.
48. Not using monkey wrench properly.
49. Protruding set screw on shaft.
50. Protruding shaft on grinder.
51. Protruding countershaft. 52. Rags on floor.
53. Gas tank should be strapped to wall.
54. Rest on grinder too low.
55. Man not using rest.
56. Sharp or mushroomed tools in men's pockets.
57. Torn overalls and shirts.
58. No cross straps to keep gallusses of men's overalls from working off.
59. Necktie hanging loosely outside overall bib.
60. No fire protection in building.
61. No first-aid box in building.
62. No safety signs.
63. Broken rung in ladder.
64. Patched side of ladder.
65. Man working under material being hoisted.
66. Open steam pipe outside.
67. Loose shirt sleeve cuffs. 68. Unsafe doorsill.
69. Floor too thin for heavy machines.
70. No loose pulley on emery wheel.
71. Emery wheel has no cooling receptacle.
72. Shop poorly lighted.
73. Should not wear a cap with inflammable visor.
74. Gas tank should have safety top.
75. Baggy overall cuffs apt to cause tripping.
76. Man grinding not watching work.
77. Rags or handkerchiefs should not protrude from pocket.
78. Pulley block should have an iron strap from top to bottom.
79. Guard over belt and revolving wheel.
80. Should be a waste barrel in room.

LIBRARY

IT has been our custom to offer back numbers of some of the technical journals to which we subscribe to individuals who may be able to make good use of some of the articles contained, or to departments for clipping material for their files. While these journals publish some very valuable information it was not accessible until we acquired the Engineering Index, by means of which we can readily trace articles in current magazines on subjects we may be following. We have decided hereafter to keep on file for several years, copies of Trade Journals for which we subscribe and it is therefore important that they be promptly circulated and returned to the Library. When interested in any subject on mechanical lines, this source of information may prove of value. Let us look up references in this Index either through the library or Engineering Department.

The Department of Education controlling the University Extension classes and correspondence courses, has just sent us a supply of their latest pamphlets listing their courses with a brief explanation. These we shall be glad to distribute among those who may be contemplating continuing their studies and have not yet made arrangements.

Entertainment is an essential part of our daily life and we can get a great deal through reading, more or less serious. We suggest some of our new books:

Last of the Windjammers	Lubbock
My Life as an Explorer	Hedin
Mostly Mississippi	Speakman
Dwight L. Moody	Bradford
Kit Carson	Vestal
Genglies Kahn	Lamb

Fiction

Age of Reason	Gibbs
Points West	Bower
Way of Romance	Gilbert
Secret of the Marsh	Warner
The Window	Rosman
Old Nick	Bronson
Half Hearted	Buchan
Starved Hollow	Crofts
Pilgrims of the Impossible	Dawson
Bonney Family	Suckow
Poor Gentleman	Hay

"Bird Hall Movies" for November

Saturday, November 3—"Warming Up." Richard Dix.
Wednesday, November 7—"First Kiss." Fay Wray, Gary Cooper.
Saturday, November 10—"West Point." William Haines, Joan Crawford.
Wednesday, November 14—"Just Married." Ruth Taylor.
Saturday, November 17—"The Water Hole." Jack Holt.
Wednesday, November 21. "Sorrel and Son." Warner, Nilsson.
Saturday, November 24—"Sawdust Paradise." Esther Ralston.
Wednesday, November 28—"Crimson City." Myrna Loy.
Paramount News every Wednesday evening.

Bird & Son, inc. E. M. B. A.

Changing of Beneficiary

IT is very important that members of the Benefit Association whenever they need to change the beneficiary of their insurance policy issued to them by the Benefit Association do so as soon as possible after a change becomes necessary.

They should ask their foreman or A. W. Smith for a request of change of beneficiary blank. This blank has to be signed and together with the policy sent to the bank by the secretary of the association.

It is a good time now to see if the beneficiary on your policy is the one to whom you wish the money paid in case of your death. If not, have the correct name entered on the policy without further delay.

A. W. Smith, Secretary.

FB Warmly Congratulated

MANY notes of congratulations were received by FB on the completion of one year without a lost time accident, and we desire to acknowledge these expressions of interest and good wishes.

Such a record has only been made possible by the splendid co-operation of every member of FB's family and we hereby pledge ourselves to a second year as 100% safety men.

E. L. Chamberlain.

Board conveying Mr. Chamberlain's congratulations to FB workers for their splendid record

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Walpole Home Building Company Notes

The Walpole Home Building Company's Woodland Raod development still continues to attract home buyers. This property is situated on Pleasant Street, Moose Hill Road and Woodland Road, East Walpole, and is a beautiful residential section, being near Francis William Park and within a few minutes walk of East Walpole Square. The lots are large, having a street frontage of 85 to 120 feet and contain 9000 to 12000 square feet of land. In the last few weeks a number of lots have been sold.

BIRD'S
NEPONSET REVIEW

Vol. XVI. NOVEMBER 1928 No. 11

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MILLS: East Walpole and Norwood, Mass.; Phillipsdale, R. I.; Chicago, Ill.

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Your Vote

DURING the past few weeks, more than 1,700,000 voters registered in the State of Massachusetts so that they could vote in the coming election on November 6. We hope that every reader of our paper who was eligible to register attended to his or her duty.

No matter what your party affiliations might be, every voter should be vitally interested in the outcome of the Presidential Campaign and in our own state, the election of a new Governor is as equally important. Our good friend and Norwood neighbor, Hon. Frank G. Allen has served our communities and our state faithfully for many years. Because of his high ability, he deserves our united support.

To the few—and may there be only a few—who failed to register, little sympathy is extended. To those who performed the duty of every citizen and registered, there still remains the opportunity of casting a ballot for your choice as President and Governor and the many other officers.

Use it well and have the courage of your own convictions.

When Disaster Rides the Skies

THE poster which Chapters of the American Red Cross will display throughout the country from November 11 to 29, inviting the people to join the Red Cross for another year, as reproduced on the last page of this issue symbolizes the services of relief and rehabilitation provided by the "Greatest Mother" when disaster strikes. Throughout the past year the Red Cross has been engaged continually in disaster relief work at home and has extended assistance in many catastrophes abroad. The poster was painted by Cornelius Hicks.

Savings Bank Life Insurance

A MILLION dollars of life insurance sounds like a lot of business to be written during the last few weeks among the employees of Bird & Son, inc., but if we consider how the Commonwealth of Massachusetts is co-operating with employers throughout the State to bring the knowledge of Savings Bank Life Insurance to the attention of employees, and how the employer, the superintendents, department heads and foremen are all co-operating to the one end of bringing the facts home to the employees, in order that they and their families may benefit directly, it may well be matter for surprise that there were not two millions written instead of one.

It is of course an "easier way" to have a salesman come to the door and sell the wife the family insurance, and have her provide the necessary weekly premiums to collectors, than it is for the breadwinner to study the situation out carefully for himself and decide on some type of family protection—but it is far from being the economical thing to do.

When our earnings are limited and it is necessary to get full value for every dollar expended, is it not time well invested if we spend a few hours of intensive thought on a situation where we can make one dollar give the return of two carelessly or thoughtlessly expended?

Savings Bank Life Insurance is a State aided Institution, and just like the public school system, is educational. It does not pretend to do anything directly for wage earners, but it does make it possible for them to help themselves along lines of thrift combining life insurance and savings.

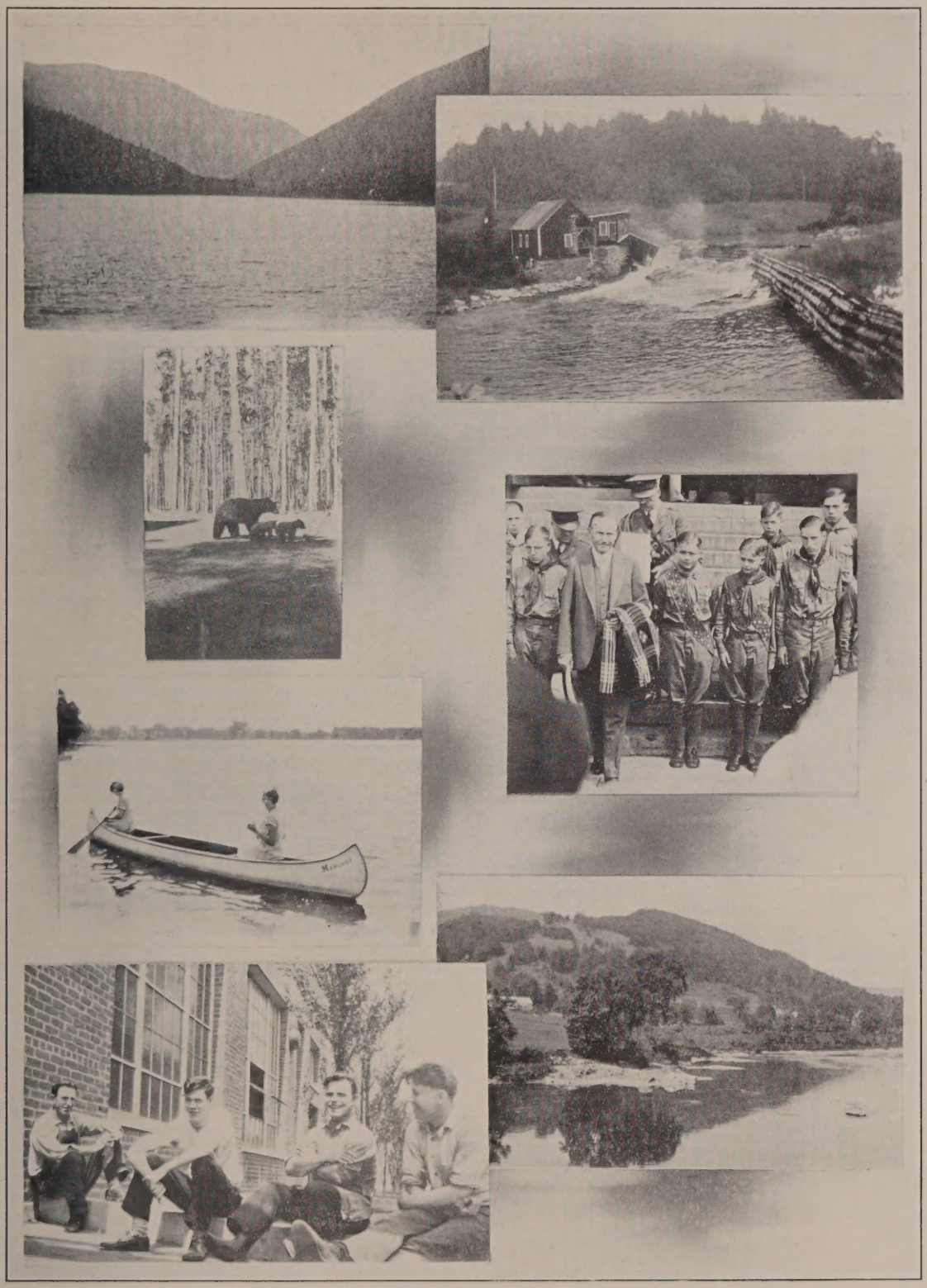
The insurance values offered represent a saving of about 50% as compared with the weekly premium insurance offered by the commercial life insurance companies, and the system is associated with our Massachusetts Mutual Savings Banks—one of the highest types of savings institutions in the world.

My reception at the Bird plants, and my association with the officers and employees has been an experience which will give me many pleasant memories. The friendly co-operation received by me from department heads has been keenly appreciated, and now that I am closing my first campaign among you I welcome this opportunity of giving expression to that appreciation, not only on my own behalf but on behalf of the Division of Savings Bank Life Insurance, under whose auspices this educational work is carried on for the benefit of Massachusetts people.

Talmage Grady, Instructor.

When you are aspiring to the highest place it is honorable to reach the second or even the third rank.

"It is hard for men with dime ideas to put over dolla projects."



Winners of Second Prizes in Vacation Picture Contest

1. Echo Lake, Franconia Notch, White Mountains, N. H.—Pauline Rafuse 2. The Little Red Mill, destroyed by the November flood—M. J. Tarr 3. Shady Wood Bear and Cubs at Lake Hotel, Ranger Station, Yellowstone—A. M. Roundy 4. President Calvin Coolidge. Taken at Superior, Wis., while being presented with blanket by Boy Scouts—Mrs. Vi. Zimmer, Chicago 5. Canoeing on HighlandsLake, Ill.—Miss L. Moore 6. FFR men—Hugo Salamaa; left to right, Allen Piercy, Chester Dryden, Adam Sidlackza, Paavo Jarvi 7. White River, near South Royalton, Vt.—H. L. Tower

Notes From Plants and Offices

MAIN OFFICE AND SALES

Fred J. Spang Margaret Poff Edgar Tarr Margaret Owens
Sabina Costello

Bill Ford celebrated his birthday on October 3 by giving Department CE a box of candy. We have recorded the date for next year.

We are glad to report that G. E. Pendergast is recovering from his recent operation. H. P. Morton is traveling in Mr. Pendergast's territory temporarily.

E. E. Gillis is back on the job after a motor trip to Atlantic City.

P. H. Bailey has returned from two weeks' vacation spent at his farm in North Franklin, Conn.

Louise Kinsman spent the holidays touring the Mohawk Trail.

Among the recent visitors to our mills were Paul G. Schaarashmidt, Jr., salesman for our dealer Theo. B. Price, Cresco, Pa., and J. F. Rodman, Jr., secretary and manager for J. F. Rodman & Co., Winchester, Va.

Martha Clem is attending the evening class of the Chandler Secretarial School of Boston.

We extend our sympathy to John Donnelly whose father died during this month.

Pat Reardon's safe crew on No. 1 shingle machine

Bill Sline had an experience this week that not only caused him a considerable amount of embarrassment but a lot of mental anguish.

It seems that Bill entered a contest at the Walpole Golf Club on Saturday, October 6, and when the scores were figured someone told him he won second prize. The second prize was a silver platter and Bill immediately took possession and carried it home.

A few days later it was discovered that a mistake had been made and the second prize should have gone to Mr. Eli Chamberlain. This was rather a heart-breaker to Bill and, to make a bad situation worse, Mr. Chamberlain insists that when Bill returns the silver platter it has to be well polished.

Trials and tribulations of a salesman. Will the Building and Roofing Department cooperate with the Box Sales Department to the extent of furnishing one of our enterprising young salesmen with a piece of Waterproof Building paper large enough to furnish Mr. Holmes with shelter from the elements? We are told Mr. Holmes experienced a heated sales argument with a certain prospective customer; the relative positions being as follows: Mr. Holmes was standing on the sidewalk, craning his head upward while the said customer indulged in refractory arguments from a fifth story window. It was pouring at the time and even if Ted had not secured the order, he would have felt real sympathy towards the man above, for the contents of the drainpipe were finding refuge down the customer's neck.

Miss Morse has decided to double her power of vision and at the same time, her power of attraction. Yes, Eleanor, we agree. Your glasses do become you.

Congratulations "Flo." Department CX wishes to congratulate Flora MacDonald who received a cup for winning the Girls' Singles Match Tournament in Class B.

Jean Phelan spent the holiday in New York and reports an enjoyable visit.

We extend congratulations and wish many long years of happiness to Mr. F. E. Lockhart of Department CX, who was married on October 20.

Leonard Mattson, AM, has at last turned in his 1923 "flivver coup." He is now sporting a 1926 Buick Coupe.

Bob Rodd, AC, is thinking seriously of getting rid of his Pontiac before he has it taken away from him for violation of traffic regulations in greater Boston.

"Zeke" Hammond, formerly of AM, dropped in recently to see his friends in the Accounting Departments. "Zeke" is with a firm of Public Accountants in Detroit.

From all reports, R. M. Springer is not too good a "rough weather sailor." The trip back from Baltimore started the rumors.

Minds do change—e. g., Jim Dowling turned in his old "Chev" for a new one.

Mr. Hawkins and family started Thursday evening and spent the vacation touring the White Mountains. A pleasant safe trip was enjoyed.

Mr. B. R. Taylor and family once again visited Woodstock, Vermont.

Miss Dowdie also enjoyed a trip to the Adirondacks and was all thrilled over her first trip to the Mountains. Cathryn says the coloring was just splendid.

Has anybody noticed the smile that Herb Schaier is wearing these days. Well here's the secret Herb has just become engaged to be married and has the "House" purchased. Now Herb please do not run away and get married, let's know about it before hand. Congratulations and best wishes, Herb.

Miss Anne Mahoney of the Labor Bureau has returned from her vacation which was spent at New York. According to reports, Anne had a most enjoyable trip.

Mr. and Mrs. Albert Smith and Mrs. and Mrs. Wm. J. Richardson motored over the Mohawk Trail during the holiday vacation.

Among some of the girls in the office who are attending evening school classes are: Helen O'Kane, Normal Art; Nellie Shergals, Martha Clem and Katherine Dowdie, Chandler Secretarial.

The girls went in to see "Take the Air" the other night and three of them had headaches the next day from the candy and laughter. The next time they go in the two oldest ones will hold tight to Helen and Olie so they won't get lost again. Helen and Olie were like the Two Babes in the Woods.

We were sorry to see Ralph Ayer go away after such a short visit but we extend a hearty welcome to Arthur Le Blanc.

Some of the girls witnessed the pretty wedding of Helleniece Mackenney and Bob Garner. The couple received many beautiful gifts from relatives and friends and after a honeymoon in Virginia they will reside in Hartford, Conn. Best of luck Bob!

Jack Cook came in to the office looking like a million dollars as he was to attend Bob Garner's wedding. We understand that Jack had Stan Blackmer's company over the road from New York.

Ken Baxter went to the Brown-Yale game and enjoyed himself immensely with some of his old friends.

Mr. Murphy and Mr. Wadsworth recently paid the office a visit.

Upon inquiring about the brown on Ernie Smith's gray suit, we find that Ernie needs some female help with his Saturday pressing. Any special suggestions, Ernie?

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Since Eugene Connolly took to golf he spends every Saturday afternoon and all day Sunday at the Walpole Country Club. He loses eight balls each trip. We advise buying them by the gross.

Robert Charles is welcomed to the Research Laboratory Staff.

Frank Nyborn, Department PML, is taking an evening course at Northeastern University.

Steve Smith is either neutral or is trying to split the ticket. The lapel of his coat was decorated with a Hoover button, and a neat brown derby, when it was discovered in the dressing room.

James Houlihan and Martin Kane spent last week-end at Mt. Tom, Holyoke, Mass., and claims it's their next vacation spot.

Jim Kivlin closed his summer home at Onset for the season.

It's time we heard something from John Maguire on hockey. Will it be played at the school grounds or at the new park?

If you care for crows' eggs, now is the time to put them down. See Peter Folan.

One Studebaker for sale without horn. See Tony Feeney.

Frank McDonald just purchased a new pair of shoes. He claims the road to Walpole is mighty rough.

Flo Stevens and Ruth Koch report having had a very enjoyable time in New York over the holidays.

Frank Massey has returned to work after spending a week in Montreal.

We are very sorry to learn of the death of Thomas Smith, brother to James E. Smith of DM.

Dan Reardon has returned to work after being out almost five months with a broken leg.

S. W. Smith is spending the second week of his vacation in Canada. He made the trip by machine.

Ralph Wilkins took a trip over the Mohawk trail the week-end of October 12.

Maryan Wronski took a high dive over the handle bars of his bicycle when coming to work recently. Maryan now limits his speed to about ten miles per hour.

Arthur Smith has returned from Cuba where he spent his vacation with the Spanish War Veterans. He reports having had a very enjoyable trip.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

We are sorry to hear that Victor Purdy is confined to his home because of illness.

Robert Reid has returned to work after a week's vacation. We think Bob would rather have had his vacation during Brockton Fair week, but the transportation company would not change the date of arrival of Mrs. Reid, who had been on a visit to Scotland since early in the summer.

We are glad to see John Fleming of EMY getting around again. His progress has been rapid and no doubt John will be back with us very soon.

We hear that the engagement of Nelson Bartlett to Miss Helen Stuntzner of Attleboro, Mass., has been announced

Joe Engley has returned to work again after a very enjoyable two weeks spent at Narraganset Bay. Joe reports hooking on a 10¾ lb. flounder, and it didn't get away as the picture in next month's *Review* will show.

That wise old bird, the Stork, is still busy around town. He visited the home of Everett Brennan, FMW, and left a fine big boy. Mother and baby are getting along very well. Congratulations, Everett.

A daughter was born to Mr. and Mrs. Patrick McNulty on September 25. The young lady's name is Bridget Theresa.

Marshall Grant is spending his vacation on the Cape.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*
Leslie E. Howard

LOWRY—CASEY

Our office manager, David S. Lowry, was married to Miss Lucy Cecil Casey at a very attractive wedding which took place on Saturday, October 13, at the Elmwood Christian church in Providence.

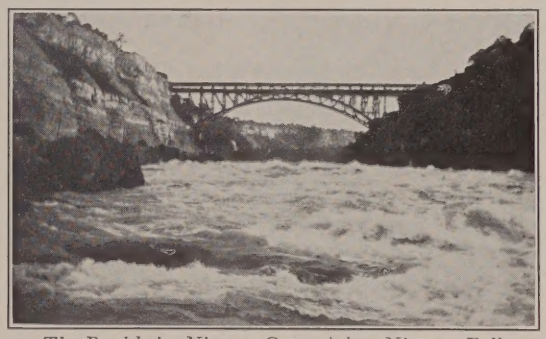
After the reception, which immediately followed the ceremony, Mr. and Mrs. Lowry left for a wedding trip to New York and Washington. (We hope he didn't try to make this trip in his ancient Dodge.)

On their return, they will make their home at 116 Bishop avenue, Rumford. We all wish to extend to them our sincere wishes for a bright and happy future.

Lloyd Allen took French leave from his wife and got a front seat at the wedding. He said he wanted to make sure Dave went through with it. Lloyd claims you can't believe all you read in the newspapers.

Joe Silvia was going to take a ride in an airplane Sunday but after he got in the plane he found he had left his money at home. He is going to try again sometime.

After a long period of razzing, Tixie Billings finally put his straw hat away for the winter.



The Rapids in Niagara Gorge, below Niagara Falls
Taken by E. C. Davis, PL

Jack Matthews, one of our inspectors, is leaving us on November 10 to go to his home in New Brunswick. We are sorry to see you go Jack and don't forget the way back.

Mr. Inman recently took a trip to Montreal to see his son Harold who has been playing in an orchestra there.

Leonard Carlson, our blacksmith, has a new Ford coach. You'll have to watch this one, Leonard, it's a little different than the old Ford.

Manuel Oliver, in the beater room, has a new (to him) Ford.

We welcome George A. Swanson to the shipping department and also Wilfred Burniston to DPB. We hope the boys will like their work.

Ed Kelley recently lost a few days. We lay this to the spring weather we had lately (not knowing what else to lay it to).

Wm. Livingston, our night foreman, is the proud father of a baby boy, Franklin Edward, born September 28. Also Manuel Costa of DPR is the proud daddy of a baby boy born October 4. We wish both babies good health and the best of luck.

Miss Neill, our steno, was one of the many guests who attended the wedding of Dave, and said that she enjoyed the ceremony very much, although she was so nervous that she chewed one finger off of her glove.

Great excitement was caused around the factory here Friday, October 12, by low flying, stunt flying, and races held at the What Cheer Air Port in Pawtucket.

A new ramp is being built for handling stock in the Beater Room annex. This will save a great deal of handling in bad weather as the trucks will be able to back up to the beater room door.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

John Goonan has bought a new Atwater Kent radio.

We welcome back Harold Johnson who has been absent on account of illness.

Walter McKenna spent the holiday in New York City.

Members of the Combining Room who spent Columbus Day away from home:

Pay Sylvester at Maynard, Mass.

Harry Tower, a trip to Maine.

Bill Urquhart, Westwood, Mass.

John Hart has left us to accept a position in Chelmsford, Mass.

And some late vacationists:

Howard White attended the New York games of the World Series.

Arthur Colburn at his cottage in Maine.

Tom Dalton left for his vacation but was a little cozy about letting the boys know where he was going. He did, however, let us know that he would return to the fold a married man. Good luck, Tom!

Congratulations and Good Luck also to John Locke of FXC who was married on October 6 to Miss Louise Taylor at Malden, Mass. The couple plan to make their future home in Norwood.

Nonie O'Malley, Mary Sameski and Helvi Lehtonen, attended the first dinner served at Larrimore's, and speaking of bargains in Raymonds on Saturday "nite" will never hear the end of the great feed these girls had all for 60c.

Esther Olson spent the holidays touring the White Mountains.

Not every department can boast of a ballet dancer, but FXK is proud of Etta Florest's skill in this very difficult art.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

James Quinlan, FBP, who recently lost his wife, has the sympathy of his associates at FB.

One of our old timers, Mike Damules, met with a painful accident at his home the other night when he fell down the stairs and broke his wrist.

A group of Doc. Watson's FBF finishing crew

The new fence near the railroad besides being useful is quite ornamental, giving the Roofing Plant a decided up-to-date appearance.

Billy Sebel is on his vacation. Anyone who likes rabbit pie, and will send word to Mrs. Sebel, will be taken care of.

Words fail to express both the solemnity and hilarity of the occasion when the associates of Geo. Smith, PBN, welcomed Mr. and Mrs. Smith home from their honeymoon. "Parson" Dresser, in the presence of the entire company, solemnly pronounced them man and wife, after which several tokens of friendship were presented, including a beautiful lamp. Amid the din of horns, whistles and rattles the gathering departed after wishing the couple a pleasant journey through life.

CARD OF THANKS

James F. Quinlan and family acknowledge with deep appreciation the many kind expressions of sympathy during their recent bereavement.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Interest in the Horseshoe and Tennis tournaments has been at its highest point during the psst few weeks because of semi-final and final matches that were played off. The World Series meant nothing to the fans while one of these games was going on, every one of which provided a lot of fun for the spectators. Coming through each match on the long end of the count, Harold Weiss, a dark horse, and O. B. Schreen have earned the right to defend pitching honors against the victorious Mill Team, Overholt and Wolf. In the Tennis Tournament Weiss and Wilson remain to do battle for the championship.

"Bill" Wilson spent a week with Geo. McNay in the latter's territory.

Three out of ten suggestions were accepted by the Suggestion Committee at its meeting October 3. A bulletin has been posted showing the names of those who have had suggestions accepted this year, as well as the number. W. Rogers is leading so far with seven, and F. George is second with four.

Mr. Odelwalder, our dealer in Ottumwa, Iowa, drove in with Harry Clark. The good corn crop in Iowa must be responsible for the brand new Hudson Harry is driving.

Perrizo attended the Van Buren County Fair at Hartford and the County Fair at Marshall, Mich., with "Al" Dobbins.

Mr. Shamberger of the Mountain States Roofing Co., Denver, Colo., stopped at the office for a brief visit on his way to Baltimore.

We were pleased to see Mr. Henderlong of the Henderlong Lumber Company, Crown Point, Ind., last week, who came out to see us for a short while.

"Bill" Wilson, who has been out on the road most of the time during the past two weeks, is spending a week with Harry Prinzler in the Indiana territory.

A collection was taken up in the office and mill for the American Red Cross who have just completed their annual drive for memberships.

Jonas Johnson, who runs our print shop, was absent for several days on vacation, having taken part of his holidays earlier in the summer.

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Charles Bean *Tom Rogers* *James Daley*

John Macchi, FFM, and Roscoe Shorey, FFG, recently returned from a duck hunting trip to Brant Rock, but with no ducks.

Geo. Bigelow, Elton Moore and Joseph Le Blanc are among those who have taken out naturalization papers. Let this act as an example to all prospective citizens.

Marriages seem to be quite the fashion at FF:

On Columbus Day, October 12, Miss Arabelle Bridgham, FF office, and Ralph Hildreth, the "strong boy" of FFP, were united in marriage at Grace Episcopal church in Medford.

Arabelle says she wants to be sure of a holiday on every anniversary date.

On Saturday, October 13—it really should have been Friday the 13th—Miss Carolyn Whitmyre became Mrs. Howard Chapman. Mr. and Mrs. Chapman will reside at Walpole street in Norwood. Be sure and have us down to dinner some night, Mrs. Chapman.

And still another wedding—FFV was agreeably surprised to learn that Carroll Gammell had stepped off while on his vacation. Only a few eligible bachelors left in FFV.

And yet another—

Hugo Salomaa, FFR, and Anne Korhonen were married on October 10, 1928, in Norwood by Rev. Mr. Nead. After a trip to West Paris, Maine, for a week they will reside at 10 Cedar street, Norwood.

James O'Sullivan of FFR and Julia Mary Conroy of Norwood were married in Norwood September 29, 1928. Our best wishes and congratulations to all the newly-weds.

Edward Boulter of FFB has been buying diamonds. It won't be long now.

Arthur Le Blanc, sales training, has been transferred to FFV and Samuel Credon has been transferred from FFF to FFR.

Howard Ellis, FFR, has purchased a N. T. H. (new to him) Ford Sedan.

Roland Forbes has had the mudguard on his car straightened and slapped on a little paint here and there, the reason being that the car was too well known by certain gentlemen of the law.

Kaino Paajanen is welcomed as a new worker in FFV office.

We understand that William Danaher, FFV, has discovered that the correct way to get the results from a radio is to place the tubes firmly in the sockets.

Miss Reardon, FF office, is spending her vacation on the big seas en route to and from Washington and Virginia.

Mr. Ralph Wight and wife recently made a trip by boat to the nation's capitol city and vicinity.

It is being rumored about that Jack Bradley, Cornell man, Bird baseball star, and FF chemist, better be careful how he sneaks up on junk wagons with that big gray "Caddy."

"Win" Prescott, FF office, claims he is immune from grippes, colds, influenza and such, since he had those tonsils out.

Another Chicago floor covering correspondent has been added to the workers at FF—George C. Albert. Just a little tip! Watch these boys from the "windy city" where crime and disorder are the order of the day.

Adam Scott, FFP, is out with appendicitis.

Better late than never. Arthur Bent, FFP, was married last April 12 to Elizabeth McCabe of Portsmouth, N. H., and just let the boys know. Anyway, it takes the FFP men to keep a secret.

Searle Embree is a new man in FFP.

Frank Sutherland, a true Scotchman, has found a new way to economize on automobile transportation. He has let it be known that he is going to trade in the old Maxwell and is riding around free for a few weeks in salesmen's cars.

Roscoe Shorey, FFG, and Sidney Taylor, PFL, are now doing their stuff on campfire building back of FFG. It seems that Shorey has the edge on Taylor due to his Boy Scout training but improvements are expected from Taylor.

Clarence Hagman is the official weather man in FF. Fair weather is the forecast when Gus is seen driving his Stutz to work.

Elton Hamilton's time is now taken up training his new police dog.

FOR SALE—One of the well known N. G. radio sets in Z-1 condition. Apply to John Smith, FFN.

Fellow workers at FF:

I wish to express on behalf of my wife and myself our appreciation of the thoughtfulness of the gifts sent us in the hour of our sorrow. The loss of our baby girl was such a loss that your kindness at this time was deeply appreciated.

Gerald Hart, FFN

CHICAGO OFFICE

Ralph W. Douvall *Lillian Moe*

It looks now as though overcoats, or other heavy wearing apparel will not be necessary until after November 6. This election business has been keeping things pretty warm. Whoever comes out politically, we know that good old Bird's will be the happy floor covering and make light work for millions of mammas.

The emancipation of women has been a great boon to humanity in many ways. Just think how nice it will be when the Ladies' Aid Society and sewing circles meet at the future home of Miss Mitchell or Mrs. Sweeney ;whatever names they may have at that time: and are well fed even though the larder had looked rather bare before their descent. Their present experience with appeasing the raspings of the thousands of high rate customers with pattern number 860 mats, when they only receive so few from the mill at a time, has seen to it that these women's clubs will be well fed.

A little party was given for Irene Griffin a few weeks ago, who left to be married. Sadie Doughty is taking Miss Griffin's place at the mail desk.

Mr. Sawyer made one of his always welcome visits to Chicago recently.

Sam Creeden. Now at FF on Sales Training for the Western Floor Covering Division

In addition to being floor covering specialists, the office force of Bird's all claim to be adept judges of the building of skyscrapers, since the erection of the new Daily News building across the street from the Canal Street office. Every member seems to know just how many rivets should go in a steel beam and how much cement is to be used for each wheelbarrow of sand and gravel. With the Metropolitan Opera building going up on the other side of the river, the section of town that used to be out in the hoopskirts of the Loop is now quite in the midst of things.

The following week after the new ruling for the Salesmen's Contest went into effect, Fred Jakel came down into the Chicago office feeling rather like there had been a conspiracy against him and that the boys were organizing to do away with his twice monthly honors. Reid and some of the other boys claim, however, that Jakel is just holding out until they get ready to shoot down on it.

We have been very happy to have J. M. Blake from the mill with us this past week. Anyone would have to go far to find anything that he doesn't know about warehouses. We have tried our best to have the sun come out once for him, or at least to have a nice snappy race riot or murder for him, but we had to disappoint him in both.

Elsewhere in this *Review* will appear the picture of the first Ambassador Fmeritus from the Chicago office, now acting as Envoy Extraordinary to the mill from the Chicago office and staying at the Bird Club. We are glad to hear that Sam Creden is enjoying himself over there but we will be just as glad to have him back home again.

Think how much happier the old Pilgrim fathers and Mrs. Pilgrim could have been on Thanskgiving Day had they had a Bird's rug in every room in the house. Truly, we live in a great age.

ATHLETICS

Baseball

THE members of the Walpole, Norwood and Canton Baseball League held their banquet at Social Hall, Norwood, Wednesday, October 10.

President H. Bennett Murray had charge of the occasion. A turkey dinner was served by Holman Bros. after which Mr. Murray introduced "Doc" Gautreau of the Boston Braves as speaker of the evening.

Marty Callahan of the Cincinnati Baseball Team presented the winners of the League, Norwood Press, with sweaters. Following this, Mr. James Welch took charge and introduced some of the best of the local entertainers.

Tennis

SINCE the last publication of the *Review*, the Girls' Tennis Club have finished their season by completing a Bumper Tournament. The first three groups finished as follows: Miss Margaret Breen—Group A, Miss Flora MacDonald—Group B and Miss Julia Clem—Group C.

To the surprise of the girls, and much to their delight, Bird & Son, inc. presented each of the winners with a handsome silver cup, suitably engraved.

Bowling

BIRD & SON, inc. Bowling League got under way October 9, when the captains of last year's teams met in the East Walpole Brigade Room to elect officers and talk over other matters in connection with this year's league.

Officers were elected as follows: A. W. Smith, President; W. A. Beaulieu, Secretary, and H. E. Fuller, Treasurer.

H. S. Whitney, F. H. White and S. A. Nickerson were appointed to draw up the schedule. They reported at the next meeting of the captains which was held on October 18. The schedule was adopted as drawn up by the committee.

Several new rules have been added to those of last year and every member of each team interested in bowling has been furnished with a printed schedule.

All of the bowling will be done at Dine's Alleys, East Walpole, Russell's and Murray's at Norwood. Fifty-seven matches will be bowled in East Walpole and forty-eight at each of the Norwood Alleys.

There are eighteen teams entered in the League. Three of last year's teams dropped out of the League and have combined with other teams with the idea of strengthening the teams. Their places were filled by three teams made up of Main Mill Electricians, Main Mill Maintenance and a team from Rug Border.

Bird & Son, inc. E. M. B. A. have entered a team in the Norwood Fraternity Bowling League. F. B. Duncan, Manager and F. H. White, Captain.

In their first match bowled October 18 with the Berwick & Smith Benefit Association Bird & Son, inc. E. M. B. A. lost three points.

Bird & Son, inc. E. M. B. A. scheduled matches for November are as follows:

November 1—Bird & Son, inc., E. M. B. A. vs. Teachers' Club at Murray's.

November 8—Bird & Son, inc., E. M. B. A. vs. Social Club at Russell's.

November 15—Bird & Son, inc. E. M. B. A. vs. K. of C. at Murray's.

November 22—Bird & Son, inc., E. M. B. A. vs. Eagles at Murray's.

November 29—Bird & Son, inc., E. M. B. A. vs. Am. Legion at Russell's.

The fellows would like to see as many rooters down to their matches as can possibly get there. This is the first year that Bird & Son, inc. E. M. B. A. has been represented in this league and let us all try to help the boys finish at least in the first half. First place if possible.

A. W. S.

GIRLS' BOWLING LEAGUE

OFFICERS for 1928: President, Eva Gifford; Secretary, Anne Mahoney; Treasurer, Bertha Broadley.

Notifications will be sent to all captains regarding the date and hour of playing.

WITH THE SOCCER TEAM

THE Soccer Team of Bird & Son, inc. have been very unfortunate in the games played since the last issue of the *Review*. The team has not been able to put its best combination on the field in any one game, but with the exception of the Fore River Shamrocks game, they have given a creditable display, and deserved to break even. Yet they have been robbed of victory at Andover by one goal, in the last minute, after having been ahead eighty minutes of the ninety minutes played.

At Brockton when leading in the second half, Tom May at halfback was taken from the field to the hospital, and the Brockton boys worked twice through the hole left by his absence and won by three goals to two.

In the Portuguese game at East Walpole, Captain W. McKenna and J. Mullin were absent, while Benson played with a bad knee.

At North Brighton against Norwegian A. A., Benson could not play at all.

Bird & Son, inc. vs. Smith & Dove at Andover, September 29. Smith & Dove, 3; Bird & Son, inc., 2. Scorer for Bird & Son, inc., Harry Benson, 2.

Bird & Son vs. Brockton at Brockton, Mass., October 3. Bird & Son, inc., 5; Brockton, 3. Scorers for Bird & Son, inc., Harry Benson, 3; M. Tarr, 2.

Bird & Son, inc. vs. Fore River Shamrocks at East Walpole, October 6. Fore River Shamrocks, 5; Bird & Son, inc., 0. Freddie Greer, all Eastern Olympic soccer star, scored three goals for Shamrocks. McKay and W. McGonnigal, one each.

Bird & Son, inc. vs. Portuguese A. A. at East Walpole, October 13. Portuguese A. A., 2; Bird & Son, inc., 1. Scorer for Bird & Son, inc., J. Smith.

Bird & Son, inc. vs. Norwegian A. A. at North Brighton, October 20. Norwegian A. A., 2; Bird & Son, inc., 1. Scorer for Bird & Son, inc., W. McKenna.

Players who saw service for Bird & Son, inc., in these games were: goal—J. Cook, C. Clem; full backs—Havaran, A. McKenna; forwards—Benson, Smith, Tarr, Mullin, R. McKenna, McLauchlan, May and E. May; half backs— W. McKenna, Davidson, T. May.

R. Havaran played his last game with Bird & Son, inc., against the Norwegians. The doctors have forbidden him to play. We are sorry to lose Havaran, he is a good, clean fellow and a fine player.

New players who will appear for Bird & Son, inc., are Hugh Brown who comes from the Clan Lindsay team and Elwing Blackstad who comes from Norwegian A. A., these men will strengthen the team considerably.

BIRD & SON AT BROCKTON FAIR

Because of the fine game our Soccer team played in Brockton on September 22, they were invited to play an exhibition Soccer game at the Brockton fair on October 3, against the Brockton team and some star independent players.

Our team came out victorious to the tune of 5 to 3 and we are very glad to quote a letter from the Brockton Fair management.

Brockton, Mass.,
October 8, 1928.

Bird & Son, inc.

Gentlemen:

Wish to extend my thanks for your cooperation in allowing the Bird & Son Soccer team to come to the Brockton Fair to play against the Cricket Club team on Wednesday, October 3.

Your Company have a fine team, and is composed of gentlemen, on or off the playing field, and I feel that a kind word should be spoken in their behalf.

Sincerely yours,
John W. Towers,
Manager of Soccer games for the Brockton Fair.

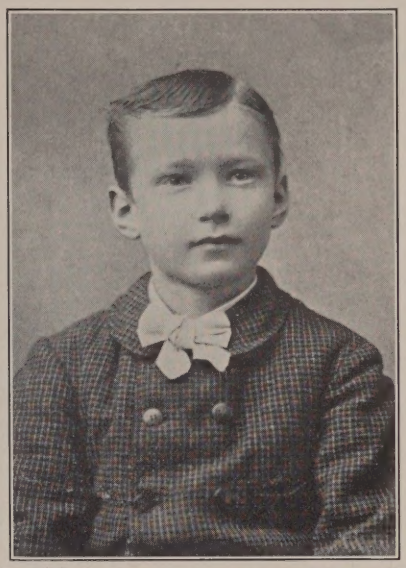
THE AMERICAN RED CROSS HUGE RELIEF FUNDS ADMINISTERED BY RED CROSS IN RECENT YEARS

BESIDES administering huge relief funds collected for disaster relief, every dollar of which was expended for that purpose, the American Red Cross in the five years of 1923 to 1927, inclusive, expended from its national funds an average of more than a million dollars annually in amelioration of disaster suffering.

In the past three years alone, it has been the relief agency of the people in 310 disasters, an average of more than a hundred yearly. In this period, it administered nearly $30,500,000 of relief funds.

The twelfth annual Roll Call, from November 11 to 29, is for making all Red Cross services increasingly effective, through support of a nation-wide membership.

WHOZIT?



This "Whozit's" headquarters are at the Main Mill, but his "scheming" all over the place

THE handsome youth in September's whozit proves to be Bob Morse, DVX1, who, as the clue line tells us, keeps things going—from mill to customer. This whozit seems to have kept everyone guessing.

This good-looking youth has kept his school-boy complexion; 'tho not all his hair. Notice the checks on his suit? He still does a lot of checking —and drawing. Whoishe?

ALL THAT GLITTERS IS NOT GOLD— IN THE FAKE JEWELER'S STORE

COMPLAINTS registered at the Better Business Bureau indicate there are a *few* jewelers in Boston who misrepresent their merchandise.

For example, a watch described as "white gold filled" was found to be nickel. Stones advertised as synthetic rubies were found to consist of garnet tops and glass backs. Diamonds sold as "perfect" have been found imperfect, and grossly misrepresented with regard to value.

By far the majority of merchants in Greater Boston are entirely worthy of the confidence of their customers. They want their customers to know the facts about merchandise. They realize that good business is based on fair play, and are just as interested in driving out the "crooks" and sharp "shooters" as we are and you are.

You can protect yourself from business trickery by dealing only with concerns you know are honest and reliable. And you can help protect others by reporting unfair or dishonest practices to the Boston Better Business Bureau.

CORNELIUS
HICKS
Our Greatest Mother
JOIN!

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS

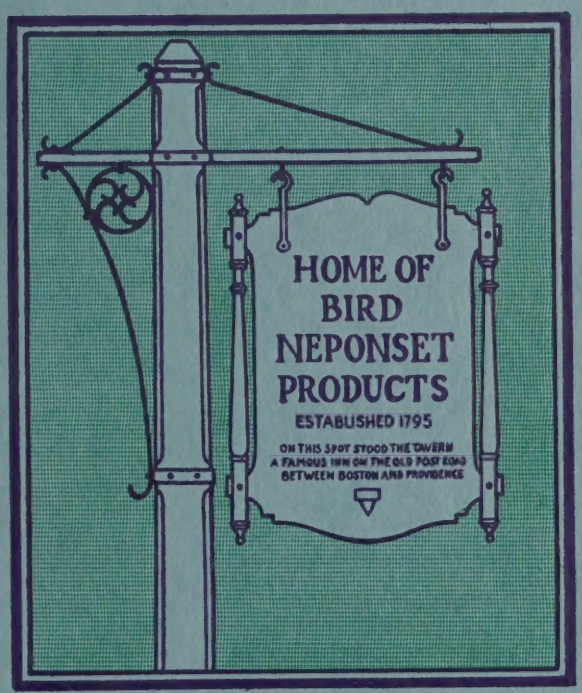
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



VOL. XVI NO. 12 DECEMBER 1928

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR. Western Mgr., RALPH W. WESTCOTT Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans

BIRD'S NEPONSET REVIEW

Vol. XVI December 1928 No. 12

OUR CREDIT UNION BANK

How it Works and What it has Accomplished

SEARCHING through back numbers we do not find that the Neponset Credit Union has ever before been honored with a first page position in the *Review*. We are, therefore, going to take advantage of this opportunity and tell you everything we can think of about it.

Board of Directors, 1928–1929, Neponset Credit Union—Front row, left to right: A. W. Smith, Treasurer; H. H. Millier, Chairman Credit Committee; A. C. Urquhart, President; J. H. Smith, Vice-President; B. D. Rogers, Chairman of Auditors; B. R. Taylor, Clerk. Back row, left to right: B. H. Bailey, G. E. Smith, C. D. Savage, L. R. Bernier, A. H. Anderson, A. H. Russell, J. J. White.

At the first meeting on August 11, 1915, eighteen men attended, all members of the Bird & Son, inc., E. M. B. A. They were: J. H. Smith, J. J. White, D. J. Cullinane, B. D. Rogers, B. R. Taylor, A. C. Urquhart, J. S. Clemens, C. W. Newton, H. H. Miller, F. I. Plaisted, G. R. Wyman, C. T. Bridgham, G. L. Kelley, T. J. Morris, J. M. Fitzgerald, A. W. Connolly, J. E. Smith and F. L. Murphy. At this same time Mr. H. H. Miller was elected Chairman of the Credit Committee, and has served in that capacity ever since. In October, 1915, a charter was granted by the Bank Commissioner and on 1915, the doors were opened for business.

During the existence of the Credit Union it has had three presidents: Mr. A. H. Russell, who was its first president and served until November 15, 1919; Mr. W. E. Sumner, who served four years until his death, March 12, 1923; Mr. A. C. Urquhart who is now serving in that capacity.

The object of the Credit Union was at that time and is today to promote thrift among its members by giving them an opportunity to save money in small amounts and to obtain loans at reason-

able rates for purposes which promise to be of benefit to the borrower.

Operated by Members

It should be distinctly understood that the Credit Union is a complete organization within itself, not financed by Bird & Son, inc. and not under the company's management. The company is in sympathy with the work of the organization, and furnishes the office space in which this work may be carried on, but accounts of the organization itself are entirely separate from those of Bird & Son, inc.

Membership is limited to members of the Bird & Son, inc. E. M. B. A. and members of their immediate family.

Members are privileged to attend all regular and special meetings during the year. The annual meeting is held on the second Wednesday of November of each year.

15th Annual Meeting of Nep. Credit Union

Held at East Walpole, on Wednesday, November 14, 1928, at 4.45 p. m. with 26 members present.

The Clerk's report was read and approved.

The Treasurer's report was read and accepted.

The following were appointed by the President to serve on the Nominating Committee: F. W. Smith, Harry Mann and H. E. Fuller.

The above Committee nominated the following directors for re-election: A. W. Smith, A. C. Urquhart, H. H. Miller and Leo Bernier, and upon motion duly made and seconded the Secretary cast one ballot electing them.

Voted: That the maximum number of shares to be held by one member should be limited to twenty.

Voted: That the maximum amount to draw interest on one account should be $250.00.

Voted: That the maximum amount of credit to be extended to one member should be as follows:

Up to $100—no co-maker.
$100 to $300—one or more co-makers.
$300 to $1000—two or more co-makers

Voted: That the entrance fee remain at twenty-five cents on the first share only.

Voted: That the rate of interest on savings should be four per cent (4%) compounded quarterly and subject to change at the discretion of the Directors.

Voted: That ten per cent (10%) be set aside for the Guarantee Fund and a dividend of (7%) was declared.

The meeting was adjourned at 5.25 p. m.

B. R. Taylor, Clerk

State Bank Commissioner

The books are examined at least once a year by examiners from the Bank Commissioner's office.

Laws governing the operations are a part of the general laws of Massachusetts. Copies of the By-laws are printed and kept in the Credit Union Office. Any member or non-member may have one by requesting it.

Shares and Loans

A person does not become a member until he or she has paid the entrance fee of twenty-five cents (25c) and subscribed to at least one share and paid the first minimum weekly instalment. A share has a value of five dollars ($5.00). Each member is limited to twenty shares or one hundred dollars ($100.00. A dividend is paid annually to the members at a rate voted on at each annual meeting of the members. For the past 6 years this has been at the rate of 7%.

Loans are made to members on written applications which contains all of the information required by the statutes and is signed by the person desiring the loan. Loan applications are passed on by the Credit Committee. This Committee meets every Tuesday afternoon at 4.45.

Application blanks for membership and loans may be obtained from your foreman or at the Credit Union Office.

In looking through the records of the last few years, it is interesting to observe the various reasons for which members seek loans. Heading the list by a large majority are loans to pay doctors and hospital bills. During the fall and winter months there are many requests for money with which to buy fuel, both coal and wood. Taxes, payments on mortgages, and on insurance premiums form a third important group; and again are the requests, made, we imagine, by the newly-weds or the hope-to-be-newly-weds, for money with which to purchase real estate and building material. The last group of any importance is that which includes loans with which to make repairs and improvements on houses. These repairs include everything from shingling and painting to paper-hanging and the installation of new heating system. Of course, this is only a partial list of the numerous items for which loans are made by the Credit Union, but it serves as a fair index to the invaluable service performed by this Corporation.

Loans Obtained at Small Cost

The rate of interest upon loans at the present time is one per cent a month, or twelve per cent a year. Loans up to one hundred dollars are made without any security. Secured loans of any amount are made at the rate of ½ per cent a month.

While at first glance this rate of interest may seem excessively high, figures show that it is actually lower, because of the Credit Union's system which permits the creditor to pay interest upon the weekly or monthly balances. In other words, the amount of interest decreases as each payment on the loan is made.

Under the system in use by most banks and money-lending concerns a loan of one hundred dollars for a year would require an interest payment of at least 6% at the time the borrower received the loan. For example: The amount of loan is $100.00 less 6% interest or $6.00 leaving $94.00 for the borrower.

Under the Credit Union Plan the borrower receives $100.00 and pays the interest with each payment on the loan. If he makes weekly payments of $2.00 he pays only $5.84 for the use of the money.

On secured loans from the Credit Union interest is figured at one-half of one per cent a month, therefore, the man who borrows $100.00 and furn-

ishes security only pays during the year about one-half as much interest as the man with no security.

After paying for at least one share a member may open a savings account and deposit therein any amount he wishes as often as he wishes. Withdrawals from a savings account may be made at any time and are made by a check drawn to the order of the member and signed by the Treasurer and countersigned by the President.

Systematic Saving

The advantages of a savings account, to which regular deposits are made, are easily seen. If payroll deductions are made at the rate of twenty-five or fifty cents a week, the small amount put away from week to week is scarcely noticeable, and yet at the end of the year, there is a convenient sum at hand. Many employees save in this manner for a vacation fund; by starting in the fall with regular weekly or monthly payments, they obtain sufficient money for a trip that might never have been possible otherwise.

Other members use the Christmas Club idea, withdrawing their money in December when they need it. Still others have regular savings accounts which they use to pay yearly bills such as taxes and coal bills. It simplifies the family budget considerably if one knows that twenty-five or fifty dollars will be available on a certain date, to help meet a heavy bill.

Of course, savings accounts need not be withdrawn at all. The Credit Union will handle any accounts up to $250.00, and will then deposit amounts over this figure in reliable banks, if the member so desires. All accounts, whether they be for long or short time, pay interest at the current rate, determined by the vote of the members themselves at the annual meeting. This rate is usually the same as that of the local trust companies, and at the present time is four per cent.

The office of the Credit Union is open from 8 a. m. to 5 p. m. except the noon hour. Employees may come to the office unless it is impossible to leave their work. Every foreman is willing to help the members of his department in connection with joining or arranging a savings account or a loan. The treasurer expects people to stop him if he is passing through their department and ask any questions or tell him about any changes they wish to have made in their accounts.

Steady Growth

The accompanying table shows a steady growth in assets, cash received, members and depositors. The assets have grown from a total of four thousand at the end of the first year, to a figure considerably over ninety-five thousand in 1928. With a membership of 145 in 1916, the list has now increased to a total of 1158 names. Correspondingly, the money received from shares, which in 1916 amounted to a little over two thousand dollars, has increased to nearly thirty-seven thousand dollars received in 1928. Dividends have been declared every year, starting with a five per cent dividend in 1916 which was increased yearly until a seven per cent dividend was reached. Seven per cent dividends have been declared upon the shares every year since 1918, with the exception of 1922, when the dividend was six per cent.

A. W. Smith, Treas. N. C. U.

NEPONSET CREDIT UNION

Year Ending Oct. 31	Assets	Cash Receipts	Members	Depositors	Borrowers	Dividends on Shares	Shares	Savings	Amount Loaned each Yr.	Number of Loans during Yr.
1916	$ 4,410.46	$10,352.95	145		55	5%	$ 2,103.15	$ 1,976.98	$ 7,416.84	110
1917	6,884.29	21,549.98	198	88	77	6%	2,504.75	3,645.45	15,836.36	167
1918	5,917.40	20,893.09	180	59	68	7%	2,164.00	2,897.35	11,458.80	190
1919	7,155.92	20,604.36	234	64	88	7%	2,382.00	2,686.24	14,868.89	217
1920	16,476.92	40,105.66	340	163	98	7%	5,468.25	9,408.33	22,856.10	192
1921	18,720.94	61,607.31	353	171	92	7%	8,048.08	8,328.43	24,639.43	202
1922	31,766.54	77,618.23	494	299	94	6%	11,843.82	17,038.65	24,760.52	234
1923	39,623.69	115,606.60	592	374	139	7%	14,552.60	21,237.19	44,281.19	290
1924	49,110.42	138,054.31	727	460	146	7%	18,177.75	26,800.98	37,135.69	316
1925	57,998.68	170,980.04	786	503	194	7%	20,318.85	30,615.28	53,474.05	395
1926	67,844.50	185,493.47	917	595	193	7%	25,151.12	35,749.11	53,811.77	434
1927	83,112.68	234,072.43	994	680	250	7%	29,262.62	44,427.74	69.421.24	488
1928	95,409.00	257,443.81	1158	766	287	7%	36,955.00	46,584.39	58,927.42	575

BALANCE SHEET—October 31, 1928

ASSETS	End of this Month	Same Month last Year	LIABILITIES	End of this Month	Same Month last Year
Loans	$44,703.12	51,847.72	Shares	$36,955.00	$29,262.62
Investment Securities	46,972.20	30,961.28	Deposits	46,584.39	44,427.74
Furniture and Fixtures			Bills Payable		
Petty Cash	200.00	200.00	Dividends Payable		
			Guaranty Fund	2,984.80	2,466.92
			Undivided Earnings	4,690.20	3,244.78
Cash	3,533.68	103.58	Profit and Loss	4,194.61	3,710.62
Total	$95,409.00	$83,112.68	Total	$95,409.00	$83,112.68

Norwood Memorial Municipal Building Dedication

COMMEMORATING the tenth anniversary of the signing of the Armistice, the citizens of the town of Norwood dedicated the new Memorial Municipal Building with appropriate exercises on Sunday afternoon, November 11. The new building, only recently completed after nearly five years of work, stands in the center of Norwood, at one end of the large Square. It not only answers the long-felt need for an adequate municipal building, but it also serves as a beautiful and fitting memorial to the men of the community who gave their lives in the nations wars.

The dedication ceremony, attended by some ten thousand people from all over the state, included a parade led by the Norwood Band, behind which marched about 250 members of the Legion, 150 representatives of the Ladies' Auxiliary, and a few loyal Grand Army veterans from the George K. Bird Post.

Immediately following the parade, appropriate ceremonies were held at the building, and fitting speeches made by the town officials. The dedicatory address was given by the Honorable Frank G. Allen, Governor-Elect of Massachusetts. Probably the most impressive part of the dedication was the unveiling of the Field Gun, contributed by the American Legion.

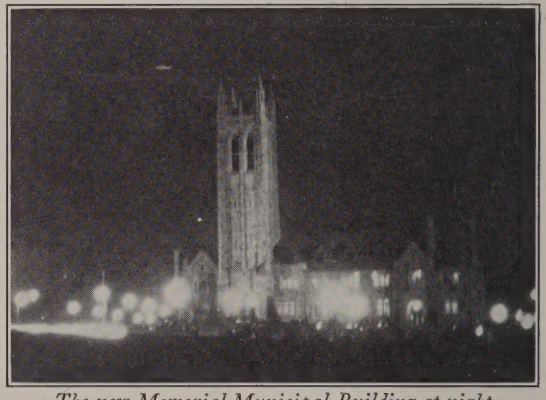
At the close of this part of the ceremony, "taps" was sounded from the top of the new Theatre Building, which stands close by the Memorial Hall, and, while the thousands of spectators stood with bowed heads, a trumpeter answered from his stand high up in the bell tower.

The keys of the building were presented first by the contractor to Mr. Francis J. Foley, Chairman of the Building Committee, and he in turn presented them to the Chairman of the Board of Selectmen, Mr. Thomas B. Mulvehill.

The dedication closed with a benediction, and the carillon recital, which was broadcast by radio, immediately followed. The carillon, a gift of one of Norwood's leading citizens, Mr. Walter F. Tilton, President of the Norwood Trust Company, is composed of fifty bells, ranging in size from the smallest weighing only a few pounds to the largest whose weight is measured in tons. The bells hang in the beautiful and imposing tower, and although no definite plans have been announced, it is likely that concerts will be given upon special occasions.

The two pictures shown in this issue were taken by our Staff Photographer and give an excellent idea of the proportions of the building and its tower. When seen at night it is truly a magnificent spectacle.

The new Norwood Municipal Memorial Building. Dedicated Armistice Day 1928



The new Memorial Municipal Building at night
Taken by C. C. O'Connor

1929 Christmas Club

About December 15 every employee will receive in their pay envelopes a small card announcing the 1929 Xmas Club. Be prepared to check the amount you will wish deducted in order that you will have sufficient funds for Christmas of 1929.

Neponset Credit Union.

New Non-Accident Record Set for Bird & Son, inc.

No Accidents from Sept. 29 to Nov. 7

ONLY a month ago we were all rejoicing over Building and Roofing's splendid record of one full year without a single lost-time accident. Yet when October came to a close, it was found that another record of equal importance had been established. This new record is—that not a single lost-time accident occurred in any division during October. A wonderful record—and one happening for the first time in the history of Bird & Son.

Participating in this record achievement are 1850 workers employed in the company's six separate plants located at East Walpole, Norwood, Phillipsdale and Chicago. During this month no special effort or extraordinary attempt was made to establish a new record. Yet when the figures were compiled it was found that the above record had been made.

Fifteen years ago with 500 less employees, the company was experiencing about 360 accidents per year. This has gradually been reduced—ten years ago to 198, five years ago to 133, last year to 98, and so far this year 38.

The Why of This Accident Reduction

Bird & Son desires its various divisions to be known as safe places to work. As *its* part in providing safe working conditions, the company has maintained a complete safety organization for the past fifteen years. This organization consists of Safety Committees, Safety Inspector, and various other means to educate its employees so that they may not get hurt.

Your part, which has been evidenced by your co-operation in following the rules and suggestions of the safety committees has made the above records possible. Only thru such excellent teamwork has such a perfect record been made possible. You have proven that our plants can run an entire month without an accident. Can you do it again and thus prove that this record was not just an "accident"?

Our President Commends New Safety Record

The following notice was posted on all Bulletin Boards throughout the plants.

All Plants Go a Whole Month Without a Lost Time Accident

THAT is the Safety Record of Bird & Son, inc., for the month of October, 1928, and it includes the Paper, Building and Roofing, Floor Covering and Paper Box Mills at East Walpole and Norwood, Mass., Phillipsdale, R. I., and Chicago, Ill.

Only a month ago we held a meeting to award the trophy for the Building and Roofing Mill in Norwood where for over a year of continuous operation there had not been one single lost-time accident among the 225 workers. A most remarkable record when you consider the hazardous operations that take place in a roofing plant.

We all must have realized in the last few years that we were steadily improving along safety lines, but to have one whole month go by without one single lost-time accident in all of our different plants is a better record than any of us dreamed could be done. The "next to the impossible" has happened.

This accomplishment isn't luck. It is the result of the finest spirit of co-operation of every single individual. It means team-work of the highest order. A large amount of credit is due to the Safety Committee, Superintendents, Foremen and most of all to every one all along the line who has contributed to this wonderful achievement.

A record like this indicates that each worker has been careful in regard to the safety of others as well as to his own individual safety. That is the finest thing about the record. We can all be very proud of it.

Nov. 9, 1928. Philip R. Allen, Pres.

Floor Covering Safety Committee—Back row, left to right: Bernard Bailey, Leo Bernier, Warren Dyer, Joseph LeBlanc, Richard Seavey, Leslie Fillmore, Ralph Wight. Front row: Lawrence Gammell, Wilmot Irving, Carl Johnson, Joseph Steponovich and Antonio DiFalco

BIRD & SON'S 1928 SAFETY STANDING

PLANT	No. Emp.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	To NOV. 20	Total Accidents to Date		Lost Time Accidents per 100 Emp.	Days Lost per 100 Emp.	Calendar Days Since Last Accident
													This Year	Last Year			
★ Bldg. and Roofing	222												0	13	0	0	400
Phillipsdale	157		1	1									2	3	1.3	5	251
Paper Mills	240	2	1							1		1	5	14	2.1	50	13
No. 2 Box Shop	119		1	1			1						3	9	2.6	98	164
Floor Covering	284		2		1		1		2	1			7	20	2.6	46	55
Chicago	99	1						2					3	10	3	43	115
No. 1 Box Shop	204	2	1	1	2	3		1					10	11	5.1	120	120
Engineering	155	3			2			2		1			8	9	5.2	55	52
TOTALS	1480	8	6	3	5	3	2	5	2	3	0	1	38	89	2.6	49	

Indicates No Accidents. ★ Represents Division Holding Safety Trophy.

Ventilation in the Home

WE are repeatedly reading articles calling attention to the enormous number of colds and other diseases of the respiratory organs (nose, throat, and lungs) which occur during the winter months of the year. Comparatively few people have colds in the summer months, but in the winter, even with the first onset of cold weather, colds, grippe and pneumonia appear and continue to increase in number, causing much discomfort, ill health and death until late in the month of March. In a five-year study which the United States Public Health Service has recently completed it was found that diseases of the lungs (respiratory diseases) accounted for nearly half (47%) of all cases of sickness reported.

The winter increase in colds and diseases of the lungs is due to several factors: of first importance is our manner of living in the winter, which brings us in more intimate contact with one another and allows a much greater chance for dissemination of infection. Secondly, although the effect of outside weather conditions and their relation to respiratory diseases is not well understood, there seems to be little doubt but that changes in the weather and exposure to cold and dampness may play a definite part. Lastly, and possibly of more importance, is the poor ventilation which takes place in the home, factory, or office.

In cold weather, outdoors, it is necessary to protect the body against the too rapid loss of heat and for this reason heavier clothing is and should be worn at such seasons of the year. Indoors in winter we use fires and furnaces in an effort to keep warm. But if we heat our homes too much we interfere with the body in its efforts to lose its excess heat. The purpose of ventilation is to surround the body with an atmosphere which is of such a temperature that the heat loss from the body will take place at the proper rate; not too rapidly and not too slowly. If the home is kept too warm so that the body cannot lose its excess heat, then the body will become overheated; this places an extra burden of work on the body. Should the body become sufficiently overheated perspiration or sweat will appear on the skin. When such overheating takes place and then a person is chilled by being in a draft of cool air or by going out doors, then the possibility fo taking cold is very greatly increased.

Scientific studies have shown that a room temperature over 70 may not be healthful because the overheating produces a slight increase in body temperature as well as the pulse rate and the breathing rate, because the blood pressure falls and there may be a decrease in the efficiency of the blood circulation system.

Studies have been made in schools in which the rooms were kept at 68.5 and 66.5. They showed that there was 70% more colds among the pupils in the higher temperature rooms than among those in the rooms maintained at 66.5.

The ventilation of the sleeping or bedroom is different from the living room. Here the body is at complete rest and covered with heavy bedding which serves to keep it warm. Here the windows should be wide open allowing the air to circulate about the room. This air movement is very beneficial. It stimulates the nerves in the skin and invigorates the body. We know now that all outdoor air is the same—both night and day and that outdoor is never dangerous. Keep properly dressed and do not roast your bodies as later it may be chilled and you may take cold.

Heat your homes until they are comfortably warm. Do not bake yourself so that you take cold when going outdoors. Air, like sunlight, is man's great benefactor. Get all the outdoor air you can and in this way you will be helping yourself to be free of colds. Health News.

BIRD CLUB MEETINGS AND WINTER PROGRAM

Ex-President's Night, Nov. 8th

WITH what was officially known as Ex-President's night, over two hundred and thirty members of the Bird Club gathered for a dinner and entertainment on the night of November 8th at Bird Hall, and opened the social season of the organization.

The large attendance of members who came out in spite of the weather, did full justice to the excellent dinner served by Seiler of Boston. Pea soup, pigs' knuckles and sauerkraut, potatoes, celery and cream cheese, ice cream and coffee were served as only Seiler's famous colored waiters know how to serve them. Once the appetities of even the hardiest "long-distance" eaters were satisfied, President Sam Gladding opened the business meeting with a short speech, asking particularly that the members give the club their full support during the coming year. Last year's president and chairman for the meeting, Eli Chamberlain was next called upon, and read a letter from W. W. "Bill" Wilson, formerly at the East Walpole plant, but now at Chicago.

While waiting for the entertainers from Boston, who were delayed on account of the storm, George Wallace and Charles Grover kept things lively by leading the members in singing a group of "new" songs, including "Sweet Adeline" and "The Sidewalks of New York."

Late, but all the more eagerly awaited on that account, the entertainers from Boston finally arrived and once more proved the old adage that good things are well worth waiting for. Four artists of unusual ability were presented: Miss Clara Baker, violinist; Mr. Ben Macomber, accompanist and soloist; Miss Hazel Childs, clever reader and comedienne; and Miss Lillian Brooks, prima donna of the Follies, fresh from Broadway. Miss Brooks' novelty dances and Miss Childs' side-splitting imitations were the high lights of the evening.

To say that the evening was a great success would be superfluous. The only ones who did not enjoy themselves were those who did not attend. The committee of Ex-Presidents, to whom much of the success was due, was headed by E. L. Chamberlain. Other members included: P. R. Allen, G. R. Wyman, S. W. Smith, C. W. Conrad, S. B. Montgomery, and R. L. Tupper.

Chairman Demonstrates He Can Pick Good Men

Harry A. Dresser, Chairman of the Entertainment Committee has arranged the program and set tentative dates occurring at approximately five-week intervals.

Each entertainment is to be under the direct charge of a Department or Division and the chairmen have been selected.

Floor Covering night is to be "Amateur Night" and if it's one-half as good as our Amateur night last year no member will want to miss it.

The line-up for the balance of the year is as follows:—

Floor Covering Night—December 14, Leo Bernier.

New Box Shop Night—Week of January 13, '29, M. B. Lee.

Officers' Night—Week of February 18, '29, John J. White.

Building and Roofing—Week of March 25, '29, Ed. C. Lindstrom.

Main Mill, Maintainance, and Purchasing—Week of April 29, '29, Jos. A. Sheehan.

Main Office and Cost Accounting—Week of May 27, '29, William F. Sline.

Old Box Shop Night—Week of June 30, '29, Wm. S. Jackson.

Amateur Program, Dec. 14

Everyone remembers last season's Floor Covering night. Ten acts of vaudeville and every act a humdinger. The Floor Covering plant certainly broke the ice and gave the members an evening that has often been spoken of as one of the best times the club ever had.

This time the Floor Covering plant has invited each division to participate in the program. All but one have signified their intention of being represented on the December program and each division is confident that they will win.

This entertainment will take place in Bird Hall on Friday evening, December 14. In addition to the program furnished by the various divisions, there will be another feature which the committee is working hard on. The usual light refreshments will be served and any one who doesn't go is making an awful mistake.

BIRD CLUB MEMBERSHIP

ALL men in the employ of Bird & Son are eligible for membership. Dues are .50 per month and payment admits to all the advantages of the Club House and social activities.

If you are not a member and desire to join, signify your desire to the membership representative in your division, or to any one of the following membership committee:

L. R. Bernier, Chairman

M. A. Shergals FFJ	Frank Whitehead, EME
J. E. Daley, FFV	Lawrence Doane, FXK
John H. White, FX1	Fred Kinsman, FXR
H. M. Morgan, FB	Howard White, FX1
J. E. Curran, DMT	Sam Hunter, FXF
F. L. Murphy, DF	H. E. Davenport, R
J. B. King, EMM	Geo. Campbell, AC

H. E. Fuller, GL

BIRD'S NEPONSET REVIEW

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A Good Idea

THE writer once knew a young mechanic who showed him five bank books, all representing accounts in his name.

The first one he explained was a permanent savings account. In one he kept Christmas money, and in another vacation money. Then he had a checking account and a fifth account for emergency. None excepting the permanent savings account showed a balance of more than $100, but under this system this young man was able to live within his income. He did what he wanted to do and still he saved money.

When he kept all his money in one account, he found himself unable to with-hold sufficient money for Christmas, vacation and other important expenses.

This method of establishing small sinking funds may seem childish, but we suspect that in money matters most of us are children and that we should discipline ourselves accordingly.

Are You Satisfied With Your Life Insurance?

INFORMATION has come to our attention that some of the members of the organization who purchased Savings Bank Life Insurance were dissatisfied.

An agent of one of the large Insurance Companies gave this impression to one of our workers, stating that it particularly concerned the men at the Floor Covering Plant. He also inferred that Mr. Grady, The Savings Bank Life Insurance Instructor, would never repeat his visit to the Floor Covering Plant because he would be very liable to be "scalped" inasmuch as the men felt that he misrepresented the insurance to them.

This is far from the fact. From an investigation we find no dissatisfaction at the Floor Covering Plant whatever. Mr. Wight, Superintendent, says that there is the best feeling toward Mr. Grady and Savings Bank Life Insurance, that from his own personal knowledge some policies were surrendered and new ones taken out in Savings Bank Insurance at a considerable saving to the insured. Mr. Wight also tells us that within the past week that two policies of $2500.00 and $4000.00 have been taken out. The agent referred to also made comparisons of cash surrender values as printed in the policies without taking into consideration the dividends which are paid or allowed to accumulate. These are not listed, but should naturally be considered.

If there is a member of our organization who has any doubt at all about his insurance policy or feels that it has been misrepresented in any way, he should take it up at once with his foreman or department head and bring or send his policy to Albert W. Smith who will be glad to go over the matter with him. B. D. Rogers.

Dangerous Practices

SOME of our workers surely do pick strange places to enjoy their pipes. We have in mind sitting on the railroad tracks during noon hour and other times. Just yesterday we noticed an article in the paper where a couple were sitting on the rails and dared each other to see who could sit the longest in the path of an approaching train. The fellow's nerve gave out and he arose a few seconds ahead of the girl. The latter was picked up in a basket. "Nuf said"—If you want to smoke, do so in the prescribed smoking area.

Another dangerous practice is "Jay Walking" in East Walpole square. This is a busy place at quitting time. People rushing across the road to the Post Office or the waiting Norwood cars. Automobiles trying to get to Walpole or Norwood. To be sure there is a traffic officer on duty—but not everybody obeys him. Sooner or later there will be a bad accident at this point. Then somebody will wish he hadn't been a Jay-walker. OBEY THE OFFICER. A minute saved will not recompense for a life.

Do You Need a Boss?

A famous English engineer tells a little story with a big moral to it. He says: "On a certain job which I engineered, I was making a tour of construction. Among the many workers I noticed one who was driving rivets with amazing speed, but none the less with care.

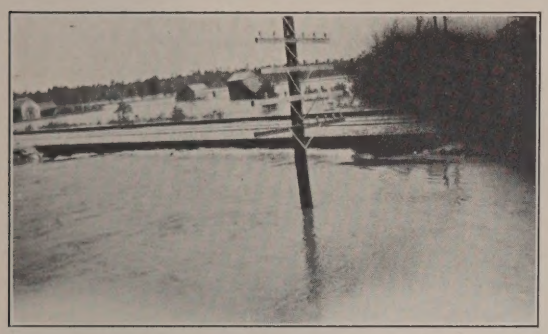
"As I watched him I realized that he was doing as much work as any two other riveters within my vision. I approached him and in a casual manner asked: 'Who's the boss around here who makes you work so fast?' and the reply he gave me is one that I am never going to forget.

" 'There's the boss over there, but he ain't my boss,' was the reply. 'He bosses the men who do their work carelessly. Any fellow who needs a boss around here don't get far in this concern'."

A South Carolina Friend Sends News of Flood

AT the time of the Florida hurricane the newspapers of the country gave very little space to damage done in other states and many of us have only a hazy idea, if any, of how hard some of the other Southern states were hit.

All the Southern coast states were damaged to some extent, but the section around Lake City, South Carolina, seems to have suffered more than



any other place north of Florida, not in loss of life, but in the destruction of crops from which this part of the state draws its very life blood. Water covered the farm lands for many days after the storm and, of course, ruined everything. In many places great lakes were found ranging in depth from eighteen inches to eight feet. Note the picture on this page of the railroad tracks. This was taken three days after the storm and the water had receded eighteen inches. The water

in the foreground is part of a lake four miles wide and seven miles long and a depth of about eight feet. The railroad tracks forming a dam and protecting the country beyond.

The general store pictured on this page is located at one of the highest points in this section of the state, but at the peak of the flood, water covered the lower floor to a depth of almost two feet. When this picture was taken, some days after the storm, water was still twelve to fifteen inches deep around the store. Business seems to be all wet, but every one making the best of a bad situation judging from the expression on the kiddies' faces.

Veterans' Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during this month, together with the names of those employees who complete over twenty years' service with Bird & Son during December:

			Yrs.
August Hilderbrandt	12–25–1889	Paper Mill	39
A. R. Jenkins	12–13–1894	Floor Covering	34
Harry Mann	12– 1–1901	Mill Office	27
Robert Roy	12–27–1905	Building & Roofing	23
Dennis Broderick	12–20–1906	Janitor	22
David Heylin	12–21–1906	Watchman	22
Michael White	12–10–1907	Paper Mill	21
J. S. Robertson	12– 7–1908	Traffic	20
Wilbur C. Fay	12– 9–1908	Maintenance	20
Frank Whitehead	12–19–1908	Maintenance	20
Adolf Stickinger	12– 4–1918	Box Shop	10
Herman Nordstrom	12– 8–1918	Paper Mill	10
Chas. C. Flower	12–13–1918	Floor Covering	10
L. E. Tarr	12–16–1918	Main Office	10
K. G. Rouillard	12–16–1918	Mill Office	10
Emil Sigmund	12–18–1918	Maintenance	10
Clyde Bennett	12– 3–1923	Floor Covering	5
Sven Berglund	12– 3–1923	Maintenance	5
David Bader	12– 3–1923	Building & Roofing	5
Edward L. Lincoln	12– 4–1923	Building & Roofing	5
Curtis Boyden	12– 7–1923	Maintenance	5
Carl Babech	12–10–1923	Floor Covering	5
Bartley Curran	12–10–1923	Box Shop	5
Vaughn Lowerison	12–14–1923	Box Shop	5
John E. Alcott	12–17–1923	Floor Covering	5
	Phillipsdale		
Thomas Henderson	12–14–1894		34
Mike Finizie	12– 4–1918		10
	Chicago		
Bryson J. Overholt	12– 5–1913	Roofing Division	15
Mary Sweeney	12–10–1923	Floor Covering	5
Mae Andres	12–17–1923	Roofing Division	5

LIBRARY

Libraries are making a special effort at this time to interest those who may ask assistance in selecting books adapted for various ages and tastes. In our own Library we have on display a limited number of recent publications of children's books, as suggestions for parents and others who are considering books as gifts. We have also collected list of the latest publications of all descriptions and will gladly arrange for the purchase of any books should anyone care to do so through the Library.

New books in our Library:

FICTION

Swan Song	Galsworthy
Silas Bradford	Lincoln
Rivers to Cross	Pertwee
Closed Doors	Montague
A Damsel in Distress	Wodehouse
Inn of the Hawk and Raven	McCutcheon
Battle of the Horizon	Thompson
A Lantern in her Hand	Aldrich
Shadow River	Smith

We have just received a bulletin from Columbia University in regard to their home study courses which may interest some one who has not arranged for his winter studies.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff Edgar Tarr Margaret Owens
Sabina Costello

We notice that Agnes Geary in AT is sporting a "sparkler" now. Who's the lucky man, Agnes?

We are glad to hear that Mary King of AT is recovering from a recent operation for appendicitis.

Ed Murphy, CE salesman, is a proud father of a baby boy born October 22.

Miss Hattie Willis, an Old Timer, was a visitor during the month. Miss Willis doesn't forget her friends in the Sales Department.

Mr. Robinson of C. N. Arnold Co., Poughkeepsie, N. Y., visited the Mill with Mr. Hewins during the month.

Bill Sline is driving a new Studebaker.

We welcome Edgar Grout a new worker in the Labor Bureau.

Bill O'Donnell is travelling in Geo. E. Pendergast's territory temporarily. H. P. Morton has been transferred to the territory formerly handled by Mr. Rugg.

Miss Kinsman has reroofed her house with the new Thick Butt Super Twin Shingles. She is thinking of starting an Information Bureau because of the number of people who have stopped to admire the roof and ask questions.

The CF girls went in to see "Singing Fool" the other night, and some of them brought along an extra handkerchief or two.

We had what you might call "Moving Day" in CF. We all have at least elbow room now.

We are sorry to have Gerry King leave us, but wish him the best of luck and success as Advertising Manager for the Firestone Rubber Footwear Co., subsidiary of the Firestone Rubber Tire Co. of Boston.

We have noticed several girls limping around CF. Not a sign of old age, but just a little lame from bowling at the Civic.

Ernie Smith has the latest ventilation system to be found in the line of coupes. Take a ride with him some nice breezy night and find out for yourself.

We all wish to extend a welcome to Mr. Dan Reddy, who is the newest addition to CF Sales. He is now training at the Mill. Dan is a graduate of Amherst Class of 1928.

Some of the boys at the Club—George Allert, "Sam" Creden, "Ernie" Smith, Eustace Merrill

The fellows of the "Sales Bowling Team" won their first victory of the season over the very capable "R" team.

The Traffic Department are sorry to lose Bill Murphy from its staff and take this opportunity to wish Bill much success in his new position at FBV. We extend a hearty welcome to John Barry who is taking Bill's place.

PAPER MILLS

East Walpole, Mass., Mill

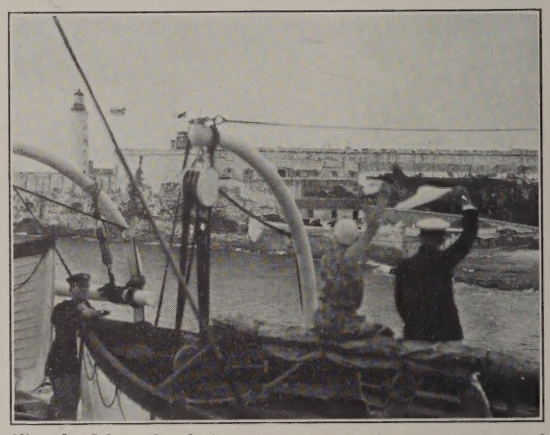
John E. Curran William J. Quinn John J. Burke
Herbert L. Badger Maude E. Kaler John H. Maguire

We are glad to have Dan Jones, No. 3 machine, back with us again. Dan has been out sick for several weeks.

After seeing the way Arthur Smith and J. H. Maguire pushed on the table at the Bird Club supper, it is thought that they should have been members of the Tug-of-War team.

Joseph Knaus spent his annual vacation on a hunting trip.

We are glad to see James Geary back at No. 5 machine. Jim has been laid up for a few days with a lame leg.



Sailing by Moro Castle into Havana Harbor, Sunday, October 7, 1928, on SS. New Amsterdam. Taken by A. A. Smith.

Clarence McGlashing has gone into the second-hand car business. Anyone wanting any good junk apply to Mac.

Louis Bergstrom participated in the Armistice Parade on the holiday and was well up in the front lines.

Congratulations to Gus Hills who became the proud father of a baby son born November 9

James W. O'Donnell of DMH spent his vacation at his home in Gloucester and on a tour through New York and Maine.

Tim Curran spent the holiday week-end at the White Mountains. On his return Tim had two white crows which he presented to Peter Folan.

Tim Houlihan spent the holiday in Springfield, Mass.

We welcome back to work Victor Mulacheski who has been absent for nearly three months.

It is rumored that Frank McDonald and Irish Oakes are seen walking home from Walpole at midnight on the average of three nights a week. We think we should have a later bus from Walpole.

Frank Nyborn, PML, is getting ready to buy a new car. Will it be a Plymouth or a Chevrolet Six?

Bob Charles, Department PL, attended all the Harvard football games this season.

Gene Connolly and family motored to Concord, N. H., the week-end of November 17.

Engineering

John Maitland John Burhoe
Maurice Tarr John Bache

It is rumored that a stock ticker is to be set up in Dept. EF. Anyone wishing this service at a nominal cost should get in touch with H. L. E. or W. O. K.

We are glad to see Victor Purdy back to work after his recent illness.

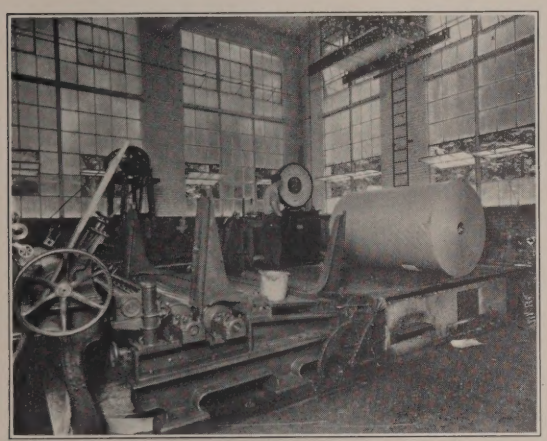
John Bortolin, EMM, was held up in the woods recently while hunting (by a game warden). John showed him his license which the game warden discovered to be last year's. When the warden told John about it and wanted to know how come he was using a last year's license, John answered "Oh, I'm just shooting the birds I missed last year."

Bill Reardon, EMW, is going to have a real vacation this Christmas. He sails for Galway, Ireland, on the S. S. Karlshrue, December 7. We wish you a pleasant voyage, Bill, and a very enjoyable time in the Old Sod.

Anyone who thinks Happy is not *there*, has another think coming for he and Mrs. Timmins won the prize for being the best waltzers at the Legion Old-Timer held recently.

Russell Jenkins has been transferred from EMW to FX1.

Julian Smith, EMP, is now the proud father of a seven and one-half pound baby boy born at the Norwood Hospital, November 11. Smitty naturally is quite swelled up about this and we don't blame him, but we hope it isn't going to knock his bowling average all to pieces. Congratulations, Julian!



View of winder No. 2 paper machine. Herman Nordstrom at scale

Things are very quiet in the Piping Department since election.

John Pechulis is assisting Dave Regan at Providence. We hope for a speedy and safe return.

Alex MacDonald, Bill Doyle and George Murray are now owners of electric radio sets. MacDonald says he'll supply the music.

Wilbur Fay was a member of a party that enjoyed a two weeks' hunting trip in Maine recently.

Nothing Dumpy About This

On Monday night, October 29, two four-men teams of EMT battled for bowling supremacy among themselves. The "Dump Trucks" cleaned up the "Platform Trucks" to the tune of 928 to 844. Sigmund of the "Platform Trucks" found the gutters with three straight balls in one box. Individual high scorers were Maurice Tarr, 298 and William Ivatts, 236.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *David S. Lowry* *John H. Nolan*
Leslie E. Howard

We deeply sympathize with William Shaw and his family in the recent death of Mrs. Shaw after an operation for appendicitis.

Patrick Broderick's house caught fire one night recently while Pat was at work. Mrs. Broderick was successful in waking and taking out the children but quite a little damage was done to the house and furniture.

Red Harrington has a brother who is quite a fighter. He has won a number of fights at Lynn, Mass., as well as around Rhode Island. He takes Red's machine once in a while but Red says he doesn't dare to stop him any more.

All the radio bugs aren't dead yet. Lloyd Allen has a new Radiola which he bought only after having tried out several other sets and he says he gets wonderful results with it. In fact the more he uses his Radiola the less he thinks of the Majestic.

Bus Richardson is thinking of buying an airplane in the spring and taking lessons at Curtis Field, Pawtucket, R. I. He says if he gets one he will give all his friends a ride.

Chamberlain feels quite proud now since he had the laboratory floor and desks covered with new floor covering.

We hear someone has been "chewing beef" around Herb Black's locker but with the help of our chemist's engineering ability and with the use of two or three drying ovens, we understand all is well again. Next time Herbie will put his clothes inside the locker.

Walter Gill has been catching rats on the side lately. He is vertiably a human rat catcher. He uses neither sticks nor stones nor does he use even traps. All he needs is a good pair of legs that can run in both directions.

The men on our sick list, Moreiro and Girard, are both coming along nicely and their improvement is quite encouraging.

Checks for accepted suggestions have been received by Thomas Wynne, Gatano Nanni, and Charles Anthony.

The last vacations have been taken. Henry Cameron stayed around home and Charlie Smith found a vacant cellar and moved his house over it.

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Charles S. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Bob Morse spent the recent holiday at Warren, N. H.

Wm. Head has a circle of silicate on the rear window of his car, all that remains of the recent Presidential Election. Bill would like to know how to remove same.

John White, FX1, carried out his usual election custom of buying a paper after election.

Congratulations are due Guy Hoyt of FXR on the birth of a baby daughter on November 14. The young lady weighed 9 pounds.

Safety committee members at No. 1 Box Shop. Left to right: Earle Hanson, Henry O'Brien, Martin Connolly, William Downing, John Barrett and Herman Lauble.

Daughters were also presented recently to Mike Sam and John Grusacki of FXC. Congratulations, boys!

And now a baby boy—Luigi Ciaracco is the proud father of this youngster born November 13.

FXG Department broke all records in tonnage during the week ending November 12 with 220 tons.

We learn that Alice Giampetro is looking for pupils for vocal and whistling lessons.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

Howard Everett of FBP is staying home nights with his new electric Buckingham radio.

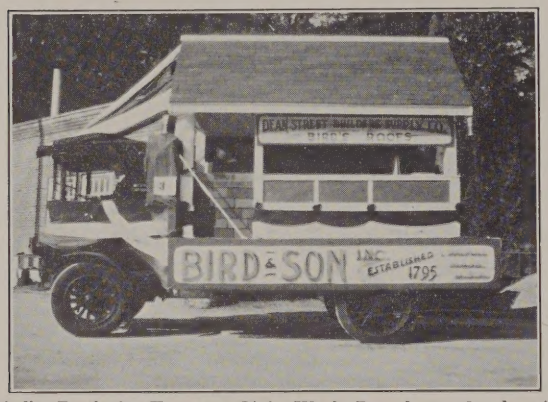
Several members of the FBM repair crew journeyed to Warren Manson's new bungalow on Medfield road one Saturday afternoon recently where they spent some time painting.

Raymond Call has had a new electric Atwater Kent radio installed and he says it's the best ever. Absolutely!

The new smoking seats with an attractive roof, covered with custom made Art-blende shingles, is a big improvement to the looks of the yard at FB, and is much appreciated by the smokers and others.

We are glad to learn that Hubert Smith, FBV, who underwent a serious operation recently is improving.

Our FBP Bowling team is doing such splendid work under the leadership of Theodore Michienzie that it should receive special support. Go down and see them bowl some evening.



Bird's Roofs in Taunton Civic Week Parade on October 12. One of our trucks journeyed to Taunton and received considerable praise for the display of Bird's Roofs in the interest of the Dean St. Builders Supply Co. of that city

The information comes to us that Albert Surrette is building an aeroplane for his young son. It is about six feet long, equipped with motor, wings, fans, steering gears, etc., but the motive power is Albert giving his boy a ride.

Mr. W. F. Murphy (everybody calls him Bill) so long in the Traffic Department at East Walpole, is now Assistant at FBV.

Ed Lincoln, FBJ, has exchanged his Ford for a Flint and is now commuting from Taunton to Norwood. All the boys at FB think that Taunton must hold some special attraction for Eddie.

Clifford Walton, FBF, was run into recently by one of those Rhode Island fast drivers, and besides being hurt himself, his car is entirely smashed.

James Lowe, FBF, has moved from Mylod Street to Chapel Street, Norwood.

Walpole Trust Co. to Open E. Walpole Branch

ON Monday, December 17, the Walpole Trust Company is going to open their East Walpole Branch Office at 173 Washington Street, corner of East Street. This is the first time that banking facilities have ever been offered to the people of this section, and it is believed that convenient and modern banking services, such as the Walpole Trust Company will render, is going to be of distinct benefit to our community.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Elmer Brisack, who is succeeding L. E. Graham in the Nebraska territory, spent several days at the plant.

R. D. Peterson breezed in from New Orleans for a brief visit.

The Tennis and Horseshoe Pitching Contests were brought to a close during the latter part of October. Overholt and Wolf, the mill team, defeated Schreen and Weiss, the office champions, after a hard struggle. Harold Weiss defeated "Bill" Wilson for the Tennis Championship.

In the contest between Floor Covering and Roofing Divisions in Tennis, Floor Covering won three to one. The feature match was that between Mrs. Wittleder of Floor Covering and H. Weiss of the Roofing Division, which Weiss won after playing five sets. Ralph Wescott, Floor Covering, won the Western Division Tennis Singles when he defeated Weiss.

Mr. W. R. O'Quinn of the McComb Lumber & Coal Co., McComb, Miss., visited us at the plant on Wednesday, October 24.

Walter Dyess, of Mobile, Ala., was a visitor at the plant for a few days, getting acquainted with the office force and studying our sales methods. He is taking over the State of Alabama, and Florida, west of the Apalachicola River.

There was a meeting of the Suggestion Committee, Wednesday, October 31. Five suggestions out of 28 were accepted. "Will' Rogers is still leading in the number accepted for the year with eight, but his position is by no means permanent. With Xmas only a few weeks off, it is expected that most everyone will be trying for the prize money.

"Ben" Roberts and "Bob" Brebach were on the sick list for several days.

We were sorry to hear about the death of John Matcha's father, who passed away, October 24.

Mr. Lofelmacker, Rockford Lbr. & Fuel Co., Rockford, Ill., Mr. W. Meeker, Meeker Lbr. Co., Monticello, Ind., and Mr. P. A. Blanchard, The Madison Lumber Co., New Orleans, La., were visitors at the plant recently.

Mr. Frank Young, our dealer in Logansport, Ind., was in for a little while on Thursday, November 8.

We congratulate the Neponset BowlingTeam on their victory November 8 over the Marquette A. C. Team, and we hope they will do as well against all other opponents.

Earle Clark, George McNay, and Erick Gach went to South Bend to take some moving pictures of the 600 square Built-Up Roof being applied on the Rubber Regenerating Company's Plant there.

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Charles Bean *Tom Rogers* *James Daley*

Everything is quiet and serene at Floor Covering these days. Vacation and honeymoon days are over and since Election Day the only excitement has been occasional outbursts of enthusiasm regarding the football status of the various colleges, or regarding the "Floor Covering" party to take place on Friday, December 14.

Clarence Tileston, formerly of PFL, is to spend the winter in Florida according to the latest reports.

Lieut. James Hanley of the National Guard is the proud recipient of a sabre presented to him by the members of his company on Armistice Day, November 12.

Mr. Morang and Mr. Alcott, Floor Covering designers, were present at the Floor Covering Opening in New York City. Mr. Morang reports that Bird's display compared very favorably with anything at the Opening. He also reports that the "Vanities" compare very favorably this year.

Frank Reynolds, PFL, is proud to announce the birth of a baby girl born on October 10.

"Eddie" Wenstrom, FFSM, claims he is going to be an aviator. He says the girls are just crazy over the "Lindbergh" type.

Leslie Latham, FFR, claims the air is rather chilly in his department these days. Hence, the coat! However, it has been rumored that "Les" has a new wrist watch. Who knows—that may be the cause of the coat!

Lester Evans reports that Roy Young has changed his mind about the purchase of a diamond—bought a car instead.

Frank Sutherland, FFM, sure knows how to pick a good looking job when it comes to the selection of an automobile.

Chas. Bean, FFD, *Neponset Review* correspondent, says he does not choose to speak this month.

Adam Scott has returned to work after being laid up with appendicitis.

David Lampach is a new man in FFP.

Thomas Rogers, FFP, has been presented with a baby girl.

John Smith, FFN's second-hand dealer, has a bicycle for sale. Henry Ford might be interested, John, but, if not, treat it kindly because Studebakers (second-hand) are expensive and you never know when they will get temperamental and refuse to go.

Clarence Phillips and Sam Kelley of FFP enjoyed a chicken dinner at Kresge's recently. In the spirit of the moment, Sam Kelley bought a pair of goldfish (?), but upon arriving home, Clarence, an expert on finny subjects, proved them to be bass. Kelley's pride was hurt and refused to bring them back but let them free in a pond. We know where Sam will be when the season opens next summer.

Floor Covering Sales is to be congratulated on the especially neat and attractive appearance of the pattern books recently distributed to the executives and foremen.

Daniel W. Reddy, a new Sales student, is working in Department FFB.

David Fyfe of FFB has moved from Douglas Avenue to Winslow Avenue, Norwood.

Howard Hewins has been seen working on a lot of land on Common street, Walpole. We wonder what this means.

CHICAGO OFFICE

Ralph W. Douvall *Lillian Moe*

Not to be outdone by the Literary Digest, one of the hired helpers of the *Neponset Review* has guessed a nation-wide survey of the thirty million homes (one out of five have one and the other four know how to get one) with the result that there are exactly three million Republican homes and three million Democratic homes all using Bird Rugs and Floor Coverings as their understanding and platform,—and do they swear by it and how!

It is pointed out by the *Review* that there are still twenty-four million homes that do not have it and that these luckless ones will be worked on during 1929 and some of those six million happy ones who have it will be telling their friends about it no end—to say nothing of the impetus given the good work by those Hardy Helpers who are each day declaring the superiority of Neponset to Jobber and Retailer in the field and from the offices—Shout Hallelujah—hot zickety dog—come on men—nine for the HOME team Birds! Birds! Birds! and when we say HOME we mean thirty million HOMES.

All right folks, here's the dirt—the first comes from East Walpole where George Allert has been representing the Chicago office as right hand man in FFV, FFC, BUD, PDQ, 812 green and 54-40 or fight. Well done Brother, we're proud of you, and for the benefit of those who have not memorized their code words, this all means that he has been "going through the mill" from grease monkey to President in due and ancient form so that he now knows the whys and the wherefores, by, from, in, or with, the manufacture of Bird's.

R. S. Bickford is filling Mr. Allert's shoes in the Chicago office and it has been rumored that Mr. Groendyke from Kansas City memoed in that the correspondence was being handled exceptionally well, and be it further rumored a compliment from Groendyke is not to be considered lightly.

Giggie (Groendyke), may it be added, is standing ace high in this watch winning quota business and unless some sharp shooter with sharp wits and a sharper pencil sends in some fat carloads quickly the old boy is going to have a spare watch to help the time fly next year.

B. I. Hindmarsh on November sixteenth rounded out one full year of marital bliss in Chicago without scars.

Someone interested in zoology remarked that every fur bearing animal except one, and you can write about that more placidly when it is not present, is represented in this year's display of fur coats in the Chicago office.

First Bird: "I hear Tom Howells sure knows his automotive delivery."

Second Bird: "He should—you ought to see the truck he eats every day at lunch."

All indications say that 1929 is the Millenium, A Heaven of Heavens, for floor covering. Did you see that new 1929 catalog of patterns?

R. W. Westcott has just returned from attending the New York opening.

At the River Forest Tennis Club recently, Floor Covering took Roofing into camp in a tennis match, Messrs. Wilson, Weiss, Schreen and Hanna representing the Roofing Department and Mrs. Wittleder and Messrs. Westcott and Bickford representing Floor Covering.

The folks who keep the Bird Club "boys" happy—Mr. Smith, Mrs. Smith, Barbara Lydon

When the office force gets hungry at noon time and Kules is in full sway, you can see him tearing about filling the orders with his hair down over his face and the question will always be, is it hair or down on his upper lip?

A new salesman starting out on an order-taking orgy to win fame and fortune will do well to analyze the innumerable ways W. K. Smith has of keeping a large volume of business moving with minimum complaint. His goods are right, he doesn't promise too much, he keeps well on the job at all stages, and is meticulous in taking care of the detail work connected with all large business.

Cards of Thanks

The families of John P. Walsh, Richard J. and James J. Dowling wish to extend their thanks to Bird & Son, inc., Dept. AS and Dept. CF for their kindness and sympathy shown to us in our recent bereavement.

I wish to express my most sincere thanks to Bird & Son, inc. and Department FXK for their beautiful floral tributes and kind acts of sympathy during my recent bereavement.

Mary Sameski.

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. and Mrs. Patrick Feeney and Family.

ATHLETICS

GIRLS' BOWLING LEAGUE

SCHEDULES for the winter season of the Girls' Bowling League are out, and several matches have already been played. Fourteen teams have been organized, and all matches are to be bowled at the Norwood Civic Association.

The schedule for the month of December is as follows:

Monday, December 3—AS vs. DM; AC vs. CF.
Tuesday, December 4—CFA vs. AB; VN vs. CE; AH vs. AD.
Wednesday, December 5—RC vs. FX2; CX vs. G.
Monday, December 10—G vs. AD; RC vs. AC.
Wednesday, December 12—FX2 vs. AH; DM vs. CF.
Friday, December 14—AS vs. AB; CFA vs. CE; VN vs. CX.
Monday, December 17—AB vs. AH; FX2 vs. AC.
Tuesday, December 18—CFA vs. G; VN vs. AD; CE vs. AS.
Wednesday, December 19—CF vs. VN; DM vs. CX.
Wednesday, December 26—DM vs. RC; CF vs. AB.

MEN'S BOWLING LEAGUE

WITH the playing of the first matches on October 29, the bowling season opened for the year 1928–1929. At this writing twenty-three matches have been played among the eighteen teams in the regular league.

According to an official list dated November 17, Team EM leads with a record of eight strings bowled and eight strings won. FX2 is second with seven strings won and one string lost.

In individual scorings Ed Hall, AT, leads with an average of 101–3. Joe Keefe, DVX, is the High Individual Single String man, with 137 points; Alexander, FBP, High Individual Three String, 333 points; High Team Single String, FFM, 527; and High Team Three String, FBP, 1444.

The ten men standing highest in the league are listed below:

		Strings	Pin Fall	Aver.
E. A. Hall	AT	6	609	101–3
James Dine	FX2	6	608	101–2
Teodori Michenzie	FBP	9	907	100–7
Howard White	FX1	6	603	100–3
John Keefe	DVX	9	898	99–7
Charles Flower	FFM	6	599	99–5
Paul DeLairro	FBP	9	888	98–6
William Murphy	FBV	9	888	98–6
Alex Alexander	FBP	9	888	98–6
Alex McDonald	EMM	6	593	98–5

Matches will be played during December as follows:

December 3, R vs. AA at Russell's; EF vs. DF at Dine's; C vs. DVX at Russell's.
December 4, DM vs. EME at Murray's; FBP vs. FFV at Dine's.
December 5, FX2 vs. EMM at Russell's; EM vs. FX1 at Dine's; FFD vs. FBV at Russell's.
December 10, R vs. DF at Dine's; FFD vs. FX1 at Murray's.
December 11, AC vs. EF at Russell's; DM vs. EMM at Russell's; FFM vs. FFV at Dine's.
December 12, FX2 vs. EME at Dine's; FBP vs. FBV a Murray's; EM vs. DVX at Murray's.
December 17, R vs. DVX at Dine's; FFV vs. FX1 at Russell's; C vs. DF at Russell's.
December 18, AC vs. FX2 at Murray's; FFD vs. EMM at Dine's; DM vs. FBV at Russell's.
December 19, EM vs. AA at Dine's; EME vs. EF at Russell's.
December 24, Open.
December 25, Christmas.
December 26, FX2 vs. DF at Dine's; AA vs. FX1 at Murray's; R vs. EME at Russell's.
December 31, FFD vs. DVX at Russell's; C vs. DM at Dine's; EMM vs. EF at Russell's.

WITH THE SOCCER TEAM

SINCE our last writing, the jinx that has followed Bird & Son booters from the opening of the 1928–1929 season showed signs of retreating on Saturday, November 17, when the veteran fullback, Robert Havaran, reappeared at Cambridge accompanied by the new forward, Peter Stupart. We had arrived with a short team, caused by injuries and sickness, but X-rays have proved Havaran, who was forbidden to play by the doctors earlier in the season, in good condition, and he returned to fill his old position.

The season has not been a particularly successful one, when judged by the scores. Twice the team has lost by the margin of one point, once to the Portuguese Athletic Association on October 13, and again the following Saturday to the Norwegian Athletic Association from North Brighton. In this last game Mullin's attempt at a goal, which would have evened up the scores, was disallowed by the referee.

Rallying from previous defeats, the eleven met the Beacon Oil Company's team on October 27, and, in spite of a poor start which left them two goals behind in the second half, held their opponents to a tie score at the final whistle.

The last game to be played before this issue went to press was the game on November 17 with the Portuguese Athletic Association.

Bird & Son, vs. Portuguese A. A. at East Walpole on October 13. Portuguese A. A. 2, Bird & Son 1. Scorer for Bird & Son, Smith.

Bird & Son vs. Norwegian A. A. at North Brighton on October 20. Norwegian A. A. 2, Bird & Son 1. Scorer for Bird & Son, W. McKenna.

Bird & Son vs. Beacon Oil Company at Glendale Park grounds in Everett on October 27. Beacon Oil Co. 3, Bird & Son 3. Scorers for Bird & Son, May, Millikin, Smith.

Bird & Son vs. Smith and Dove on November 3 at East Walpole. Smith and Dove 5, Bird & Son 1. Scorer for Bird & Son, Smith.

Bird & Son vs. Brockton Cricket Club at East Walpole on November 10. Brockton 3, Bird & Son 1. Scorer for Bird & Son, W. McKenna.

Bird & Son vs. Portuguese A. A. at Cambridge on November 17. Game called because of darkness. Score when game was called, Portuguese A. A. 3, Bird & Son 2. Scorers for Bird & Son, Smith, Mullin.

OUR HIGH SCHOOL FOOTBALL TEAMS FOR 1928

We are glad to be able to reproduce the football teams representing our Walpole and Norwood High Schools. Both of these teams have had a successful year and the *Review* wishes to congratulate Coach Murray and Captain Conley of N. H. S.; Coach Johnson and Captain Sullivan of W. H. S., and each member of both squads for their fine work.

Walpole High School Football Team, 1929—Front row: D. Giandomenico, R. Robinson, R. Fisher, J. Ciallella. 2nd row: P. Glebus, B. Arthur. G. Wurzel, J. Smith, Capt. C. Sullivan, R. Giandomenico, E. Massei, W. Brady, A. Sullivan. 3rd row: T. Stone, W. Travers, G. Delaney, A. Lans, P. Penza. 4th row: O. Yeaton, Mgr., F. Forrest, V. Fitzpatrick, A. Smith, E. Kelley, E. Johnson, Coach.

Walpole High Games	Score	Walpole
North Attleboro High	7	0
Norwood High	6	6
Mansfield High	0	0
Northbridge High	12	12
Franklin High	0	13
Braintree High	0	36
Canton High	0	37
Stoughton High	6	26
Watertown High	25	14
Salem Trade	0	27

Norwood High Games	Score	Norwood
Worcester High School of Commerce	0	26
Walpole High School	6	6
Framingham High School	15	22
Boston Latin High	0	6
Needham High	6	14
Attleboro High	8	16
North Attleboro High	0	13
Natick High	0	6
Dedham High	6	0

1929 Norwood High School Football Team—Bottom row, left to right: J. Koslowskas, J. Kelleher, D. Taylor, I. Silverman, L. Smelstor, C. Newman, C. Donahue, Capt. Wm. Conley, M. O'Donnell, A. Altonen, E. Kelley, L. Rock, M. Thayer, K. Earle, G. Ellis. 2nd row: Coach H. B. Murray, J. McNulty, G. Decosta, H. Pond, W. Gotovitch, J. Unda, W. Barrett, E. Babel, E. Zinkowski, C. Dyer, Jas. Collins, S. Cofsky, H. Elias, Manager, J. Tulerseski. 3rd row: Assist. Coach L. McBay, J. Trailer, J. Crimmins, S. Spierdowis, M. Gruskin, Jos. Collins, G. Peterson, H. Newman. J. Chubet, B. King, J. MacDonough, J. Hannigan, P. Breen, Assist. Coach Eastwood. 4th row: F. Vasilinskas, J. Devine, H. Rowe, J. Fulton, P. Winskas, G. Blasnack, J. Wall. J. Burdett, R. Conger, J. Barrett, R. Tobin, S. Johnson, P. Fanning, M. Pusateri, Assist. Man. Ev. Ross. 5th row: Assist. Man. D. Concannon, J. Stanewich, C. Earle, P. Karkota

SUGGESTIONS

NOW that the contest for the grand prizes is nearing its close, the number of suggestions that the committee has to consider has increased greatly.

John H. White of FBM, who had three suggestions accepted at the last meeting, has now forged ahead with two suggestions to the good over Herman Lauble of FXC and Herman Nordstrom of DMP.

During the months of November and December we expect to see the leaders change in position and it has always happened in the past for men who are well down in the list to spurt ahead and come out on top.

The following suggestions were accepted and given an award of $10 each, at the meeting held on November 7:

Larger saturating roll on saturator	John Graham, FBP
Method of repairing punches for swift creasers	Samuel Hunter, FXF
Brake on FBPM2 Roll	John Mattson, FBM

The following were accepted and given the usual award of $5:

Clamp to hold suction head handle on first Press	C. E. Anthony, DPP
Oil pan under DMPM5 transformer	Curtis Boyden, EME
Hanger for rope falls	Michael Cronin, DMP
Protect Staircase at FBV	C. A. Delphy, FBV
Hooks for DF crane	Anthony Feeney, DMT
Protect switch on FXRM13	Ernest Field, FXR
Roll under conveyor belt on FXRM10	Ernest Field, FXR
Relocate spreader rod on skid hoists	Leroy Fullerton, FXR
Press for copper etched rolls	Ira Goding, FFM
Relocate stop button on FXCM1 silicate section	John Goonan, FXC
Copies of employees' Floor Covering orders	Leo Hagarty, FFV
Longer roll at slitters	Herman Lauble. FXC
Improvement on FX2 elevator gate	John Lydon, FXT
Move saturation drive or use guard	Gus Mauritz, FBP
Open drain pipe in DMPM5 Pit	Dan McDavitt, EMP
Device for feeding calenders	Kimble McEwen, DMP
Stop on lid rotaries	Aubrey McLellan, FXR
Move shaft on feed rolls at FXCM2	Charles Mutch, FXC
Re-enforce front fall of beater	Gatano Nanni, DPM
Guide for paper going to winder	Herman Nordstrom, DMP
Wet end felt for dry rack bar jackets	W. J. O'Donnell, CE
Slate protector on art-craft pan	Ralph Simmons, FBP
Faucets on water pots at FXRM13	Sidney Stather, FXR
Protection on back of DMPM5 scales	James Trenholm, DMP
Longer platform for tractor	William Wall, DVX2
Higher steps at FXGM26	J. H. Walsh, FXG
Revolving guides on idler roll	J. H. White, FBM
Improved switch control lever on electric drill	J. H. White, FBM
Chip shield for lathes	J. H. White, FBM

Those who have had two or more suggestions accepted this year are as follows:

John H. White, FBM; 9, Herman W. Lauble, FXC; 7, Herman Nordstrom, DMP; 7, Peter Folan, DMT; 6, John Ford, FXR; 6, John Mattson, FBM; 5, Howard Young, FXR; 5.

The following had three accepted:

Ernest Field, FXR; Ralph Hildreth, FFP; Martin King, EMP; Aubrey McLellan, FXR; Charles Mutch, FXC; Ralph Simmons, FBP; J. M. Smith, EMP; Bruno Stravinsky, FXF, Clifford Banks, DPP.

These men have had two suggestions accepted:

Anton Blazir, DMW; Curtis Boyden, EME; Michael Cronin, DMP; Robert Davidson, SP; Henry Dowdie, FXC; Ralph Farris, DVX1; Anthony Feeney, DMT; William Gokey, EMP; Herbert Hinson, EMW; John Howard, FBX; John Lydon, FXT; Ralph Martin, FXG; W. J. O'Donnell, CE; E. C. Rafuse, SM; George Wallace, EMW.

WALPOLE HOME BUILDING

The Walpole Home Building Company of East Walpole is extending its activities in all branches of the work in which it has engaged, Real Estate, Home Owning and Mortgages.

The purpose of the company is to help anyone who wants to own a home in Walpole, to arrange all details of planning, building and to give advice upon all questions of mortgages, Building and Real Estate values. The Walpole Home Building Company welcomes anyone who has any problems of this kind.

It is possible for a man to build a home provided he has ten per cent of the cost price and payments arranged, so that monthly charges will not be much greater than rent.

At the present time the Walpole Home Building Company has a number of attractive houses and desirable house lots in good locations which it has for sale on very liberal terms.

The company is making arrangements for an insurance agent, to be located at their office, who has connections with Obrion, Russell & Company, which will enable the public to take out all forms of insurance and to secure service and advice of the best.

The Walpole Home Building Company has started building a new street at its Woodland Road development, East Walpole. This will open up another section of very desirable houselots, a number of which have already been sold.

The company has recently completed a number of improvements at its various houses and is at the present time remodelling the house at 161 Coney Street, East Walpole, which it purchased last spring from Salvatore Nicoloi.

Arthur E. Cobb has started construction work on a new house on Coney Street, East Walpole.

C. O. Littlefield, who has been associated for a number of years with The Walpole Home Building Company, severed his connections with the company on November 1.

LARIMORES

The following notice which has been posted on our bulletin boards will be welcome news to many who live and remain in this vicinity on Sundays and holidays.

Dear Patrons:

Larimore's East Walpole Dining Room and Larimore's Foxboro Dining Car remain open Thanksgiving, Christmas, all holidays and Sundays because:

We are organized to assume the responsibility of serving our communities. Holidays are provided for your relaxation and enjoyment. Getting meals often spoils these days for wives and mothers as well as for entire families. Crowded markets, high prices, bundle-carrying, and above all the drudgery over hot stoves and steaming dishpans take most of the fun out of the entire day.

Our patrons will find it economical to bring their families to us for their holiday meals. The day will be enjoyed as well as the dinner at Larimore's.

Remember, we wash the dishes.

J. T. LARIMORE CO.

Success or failure in business is caused more by mental attitude than by mental capacities.

—Walter Dill Scott.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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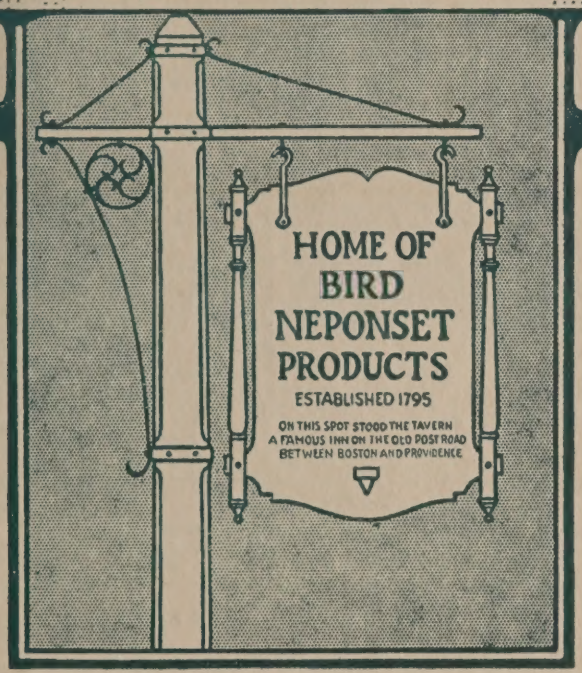
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
PAT.OFF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole • • • Massachusetts



Holiday Number
1928 · 1929

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans, Tulsa

BIRD'S NEPONSET REVIEW

Vol. XVII HOLIDAY NUMBER No. 1

Our President's Message

TIME does not lessen the feeling of loss in the death of our late President and friend—Charles Sumner Bird. His rugged character, his ideals, his precepts, however, can never be lost. They are built into the foundation of this institution. A very deep personal appreciation goes out to all those who have so loyally helped this year to carry on the great trust that he left us.

The year 1928 has come and gone without the general disturbance in business that past Presidential years have many times brought. While in our own business the volume of sales has been somewhat less than in 1927 and competitive conditions in our principal lines have somewhat curtailed our profits, we can say that the year, even under these conditions, has been satisfactory, and we are looking forward to a good year in 1929.

Others will speak of various interesting matters connected with our business, but there is one thing we have done this year which we believe is an important step. It is this—the establishment of a plan which means definite research work. Although we have always realized the importance of this, both in the development of new products and improvement of our regular lines, we have this year established in each Division, a definite program with special men detailed to devote all of their time to the work. We believe this is going to show fine results not only immediately but more especially in the future growth of our business.

The Management fully appreciates the big burden that has fallen this year on the different Divisions. The Sales Departments, in holding up the volume to the point they have under extremely adverse conditions, have done a good job. The Manufacturing Departments, in reducing costs and in keeping our plants up to date—improving our processes, have done an equally good job. Especially can we be proud of the wonderful safety records we have made. The fine spirit of team-play between all Departments seems to be as evident as always.

The air seems to be surcharged nowadays with one word—Prosperity. We can have no finer wish

for our country, our business, ourselves and the whole world, because it is bound to mean more real happiness, less want and privation. BUT, with our prosperity, unless it is fairly distributed and used to make a bigger opportunity for all to practice and hold to the moral, spiritual and educational ideals, it will mean anything but happiness and will merit the deserved disdain of the rest of the world.

In behalf of everyone in the Bird & Son organization, I extend hearty greetings and best wishes to all of our friends—customers—suppliers—and all who do business with us.

To every one of our organization—
A Merry Christmas and A Happy New Year.

Philip R. Allen

Reflections from E. H. Bartlett, Vice-President

A FEW decades of Father Time's register make interesting reading to the old as well as the younger members of our Institution. If we could glean once more the correspondence, daily entries and ledger records and then compare them with those of today, we would almost wonder how we did business at all, so many changes have taken place; changes in methods, products and clientele and yet the same principles of recording and daily transactions are still in vogue and a few of the same old products such as the NEPONSET Building and Roofing Materials are sold throughout the country today.

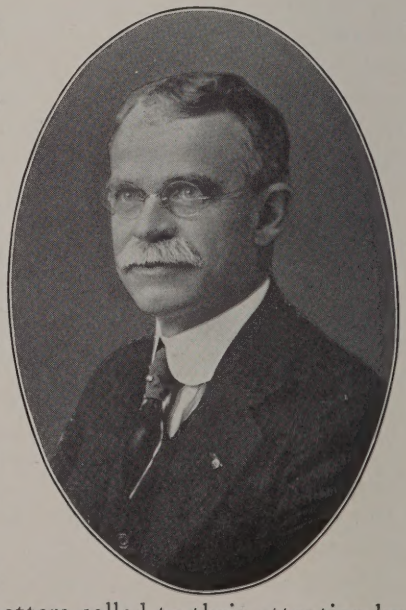
The New England manufacturers of tacks are still on our books and using the same style tack box that followed when the latter took the place of "tack papers" of some forty years ago.

How changed the whole transaction from the receipt of orders. Rarely any hurry or request for express deliveries. Only something very urgent called for telegraphic attention and to use our one telephone was like passing through a Turkish bath, so much effort had to be used to make Boston hear and understand.

Our safest and best Boston deliveries were made by two and four horse wagons which usually had a load both ways and no stipulated time; no time clock records, no kick coming if it took 8 or 18 hours to effect delivery. Not long ago, one of our oldest customers visited our mills for the first time and referred to the fact that his father, who was 93 years old at the time of his demise, purchased his tack papers of us before the war (Civil War) and that he had followed suit because he had no occasion to change as the quality, the service and courteous treatment had always been of the best. There are the original Neponset Roofing customers still buying and I venture to say that if asked the reason why would give the same answer as voluntarily stated by our tack box friend. How many of these will grow and remain on our books, time alone will tell, but if we of the old school can say there will be more rather than less to adorn our loose-leaf ledgers of the future—Happy Days—and may they, present and future generations, enjoy the fruits thereof.

Elmer H. Bartlett

Greetings from G. R. Wyman, Vice-President



AT the close of the year, following our usual custom, we have reviewed the performance of the mills for 1928 with a great deal of satisfaction. The details of our many accomplishments have been covered by my associates, and it is not necessary for me to touch upon them here.

It is a pleasure, in going through our plants, to see our buildings, machinery, and grounds kept up to our usual high standard. Every manufacturing department has shown economies during 1928 that seemed almost impossible to have obtained, and thus did their bit towards meeting the highly competitive situation that has existed throughout the year.

I am glad to acknowledge publicly our appreciation to the members of the fire brigade who stood ready, night or day, to answer the call which did not come during the entire year. I am sure that none of us overlook the part played by every employe in our organization in this fine record.

It is only by the greatest vigilance on the part of those in charge and a high degree of team work by all employes that records of safety can go down in history as they did in our organization in 1928.

I commend our superintendents in all plants for the fine spirit displayed by their men, under their direction, in every undertaking during the year and especially in regard to pushing to the front matters called to their attention by

the Labor Bureau affecting, first of all, health, and also safety and sanitation. One of our first thoughts is the health of an employe. Many employes during the past year have availed themselves of our facilities for a physical examination, and have made use of our emergency equipment. The advantages at hand, so thoughtfully provided, in the new Athletic Field and Memorial Park have been largely used and greatly appreciated.

I take a great satisfaction in meeting our men in the mills and in knowing that they are building their own homes, and that the majority of our products, no matter into what department you go, are chiefly for the comfort and betterment of the home—Bird Insulating Lath for the walls; Bird Insulating Board under the shingles; Neponset Rugs on the floor; and Bird Neponset Twin Shingles on the roof.

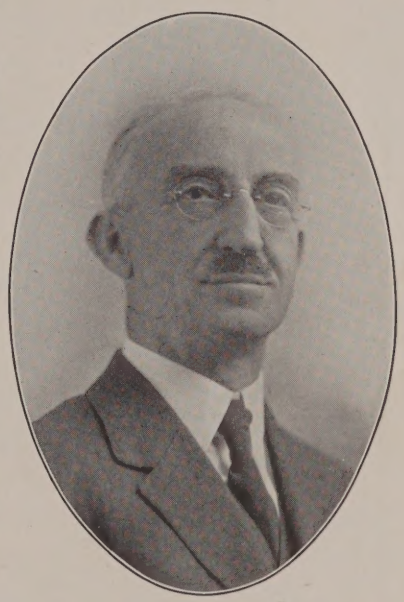
Approximately, we have shipped during the year 200,000 tons of material, mostly for these purposes. And right here, it would seem in order to extend our greetings to the salesmen who, on the road, have gathered the orders for these materials. It is a hard job, many times a long distance between towns, but the sales force kept the orders coming in such quantities that the manufacturing department, during 1928, had as much work to do as in 1927 which was the largest year that Bird & Son ever had.

I want to extend my hearty good wishes to the workmen in all of our mills, to our foremen and superintendents, and to all my associates and friends and acquaintances, and wish you all a Merry Christmas and very Happy New Year.

George R. Wyman

Message from H. H. Miller, Secretary-Treasurer

DICKENS, in "Our Mutual Friend," says "No one is useless in this world who helps lighten its burdens, one to another."



As we come into the holiday period of the year we cannot help but survey the past for the purpose of looking into the future and adjust ourselves accordingly. In this review I find over a period of better than a quarter of a century of association with our organization a definite thought and practice of the principles of helping to lighten those burdens that are bound to come into our lives from time to time.

A happier situation has been brought about through better and more protective working conditions; a spirit of helpfulness in the carrying out of plans, such as furnishing the means to save, to own homes, care for the sick and render help in time of need to those less fortunate.

When we get the spirit of helping others in an unselfish way—not necessarily with money—but in being a little more thoughtful, if possible, of everyone and their feelings, in advice and the spirit of co-operation, then, and only then, can we find a joyful satisfaction in having helped lighten some one else's burdens. Even though at some sacrifice to ourselves we cannot help but find it worthwhile from a personal, as well as a business experience, without hope, or expectation of any reward.

Yours in the fellowship of the Christmas spirit.

Herbert H. Miller

From the Comptroller's Office

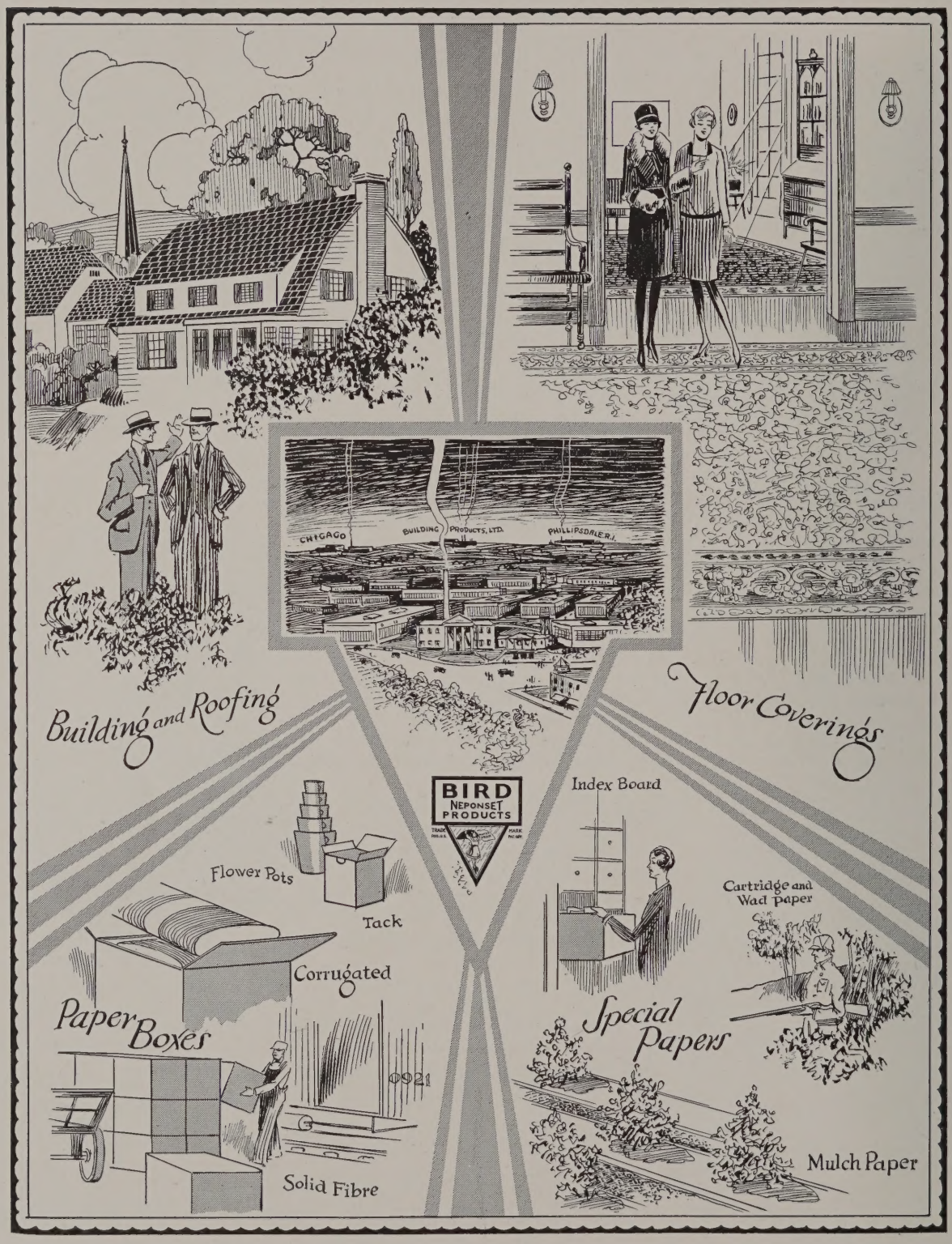
D. A. Chase, Comptroller

THERE seems to have been lots of ups and downs in the business world during 1928. Violent fluctuations in the stock market furnished newspaper headlines. "Spectacular rises" in airplane and radio stocks made glittering news.

But airplanes look down on millions of roofs. Radios are shipped in boxes—and all the new comforts will go into homes where roofs, insulation and floor coverings are the first necessities.

Bird & Son divisions reflect steady, substantial progress. Unsound competitive conditions are disturbing but in the long run there will be smoother waters. We seem to weather the squalls and our cargo has not shifted.

If we keep hewing away at our costs,—giving the best of quality and seeking fair prices for it,—keeping ahead of everybody in our mills, personnel and goods, we will maintain the Bird traditions.



A Perspective of Bird & Son, inc.

A REVIEW OF 1928 WE ARE READY FOR 1929

In the following articles the Managers and Superintendents of our Sales and Manufacturing Divisions give a brief resume of the outstanding happenings and accomplishments of the past year as well as present conditions and future prospects in the four industries comprising Bird & Son, inc.

Building and Roofing Division

P. H. Bailey, Roofing Sales Manager

THE whole year 1928 has shown a good gain in tonnage shipped from our roofing plants.

We began the roofing season by breaking all previous shipping records from our roofing plants in March. Then this record stood until May when again we had a banner month; the tonnage shipped breaking all records and beating March, the previous record month, by 800 tons.

Because the variety of products and colors is now so great, and dealers are buying only for immediate requirements, the tendency is a constant demand from the dealers for rush shipments. This has put a heavy burden on mills already taxed, to supply the demand. Under these difficult conditions the mill co-operated splendidly, and a good illustration is the splendid service they gave us at the time of the Florida tornado.

Many of our Florida dealers had their entire stock cleaned out overnight. Orders for new roofing came in by telegraph. The day the order came in, a steamer was leaving Boston for Florida. Our orders were so large that the steamer delayed sailing for six hours, and our Traffic Department, after getting hold of every truck between here and Boston and in conjunction with Gould's large fleet of trucks, handled and loaded on this boat over 620,000 lbs. of roofing in one day.

The great achievement of the mill, in the writer's estimation, is the development and adoption of the Thick Butt idea, as applied to SuperTwin Shingles. This Thick Butt idea may revolutionize the manufacture of asphalt shingles. This process, which costs no more than the ordinary process of making shingles, gives a heavier, stiffer shingle—much thicker at the butt. The whole shingle weighs more and is a great contribution to roofing progress.

Norwood Plant

E. L. Chamberlain, Assistant Superintendent of Norwood Plant

THE things which stand out preeminently for 1928 are Safety, Quality and Teamwork. The performance of the 225 men, of more than one year without a lost-time accident, has established a record that will be hard to beat. We are naturally very proud of it and will make every effort to continue the spirit which makes such a thing possible.

Quality, as always, has been our first consideration. The roofing machine saturators have been increased, to insure the high saturation in our roll roofings and shingles, which we know is the basis for the high quality of Bird's Roof Coverings.

Another advance in quality has been the introduction of the Thick-Butt shingle, which may revolutionize the asphalt shingle industry.

We cannot think back over the year without giving special attention to the splendid spirit of working-together which has prevailed throughout the organization. In the spring, when orders were coming in faster than we had ever seen them before, every man put his shoulder to the wheel and met the emergency. They worked harder, longer hours, and helped make it possible to fill all orders with a minimum of delay.

Many improvements have been made in the plant during the year. The painting of No. 1 machine room was a big step forward in improved working conditions. A continuous weighing scale has been purchased for No. 7 machine. The asphalt unloading equipment has been completely gone over and modernized and is now an excellent layout. A spare hot oil heater has been installed and the oldest heater, which was worn out has been replaced by a new one. Automatic sprinklers have been installed in warehouse No. 22. A fence along the easterly side of the yard defines our property and gives a feeling of security. New shower baths and a new hot water system add to the comfort of our men. A section of smoking seats in the yard covered to protect the users from hot sun and rain should help to keep us cheerful and better enjoy the hours spent at the mill.

Several plans have been completed and work is now under way but it will not be finished until next year. The cooling capacity of No. 1 machine is to be increased and two more shingle machines installed to give greater flexibility. A new winder for the same machine is also being constructed.

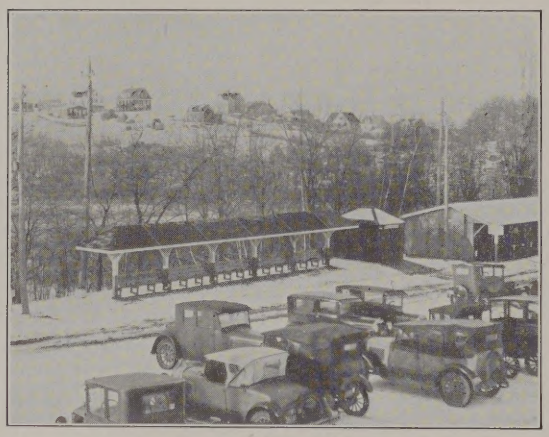
We feel that 1928 has been a year of progress. Many things have been accomplished and many more things have been brought to light which we will enjoy working on during the coming year.

Chicago Plant and Sales

F. H. Hird, Western Manager

IT has come to be the custom at Christmas time to not only look back and review the results of the year just closing but also to look ahead and try and foresee what the coming year holds forth. We in the Chicago plant look back at the year 1928 with some degree of satisfaction in that we have increased the volume of business flowing out of this plant, which indicates to us that the policy pursued by Bird & Son for so many years is sound and satisfactory to the people with whom we do business.

It is sometimes said that an old institution becomes moss-covered and so conservative that they don't keep up with the modern trend but that can never be said of Bird & Son. During the



New smoking area at Norwood Roofing Mill utilizing the roof for displaying various color combinations of our new Custom Made Thick-butt Shingles.

year 1928 we have introduced to the roofing market a new shingle which we call our Super Twin Thick Butt and which, in our opinion, is the biggest step in advance that the asphalt shingle industry has made for some years. In order to produce this shingle we were compelled to make a considerable investment in money in new equipment but this new equipment is going to make it possible for us to serve our dealers better than we ever have in the past, and as one of my pet expressions has always been that Bird & Son in Chicago is a service station of the parent institution we are confident that this service station is going to really serve in 1929.

We would like to extend to every one of the dealers who draw from this Service Station in Chicago, a cordial invitation to visit us at any time they are in the city and give us an opportunity to prove that our claims for quality are really supported by the efforts of our Manufacturing Department and our Laboratory. I wish to all a very Merry Christmas and a Happy New Year.

Floor Covering

H. E. Sawyer, Floor Covering Division Sales Manager

WE have not broken any records in 1928 but when all things are taken into consideration we should feel considerable satisfaction in the showing made this year by the Floor Covering Division.

As a matter of fact, the year 1928 has not been any year to break records. We have been primarily concerned with the problem of carrying our customers along through the readjustment period, which naturally followed the mergers between some of the felt base and linoleum manufacturers. Of late very rapid strides have been made along the lines of readjustment and the hard-surfaced floor covering industry is now in a much healthier condition than it has been for a long time in the past.

There seems to be a great deal of confidence in the minds of the floor covering merchants for a successful year in 1929. We, ourselves, are looking forward to large sales and are planning our manufacturing program accordingly.

The success of any business is becoming more and more dependent upon its method and efficiency of distribution. The successful salesman today must be able to give intelligent and helpful advice to his customers as regards the management of their own business. The successful store buyer of today must also be a successful salesman. The price which a store pays for an article today is of secondary consideration—the important point being the price they obtain for the article and the number of turnovers per year.

We appreciate the severity of competition as it exists today, but we have confidence in the ability of our sales force to successfully meet this competition. The Floor Covering Sales organization is facing 1929 with unlimited enthusiasm and optimism. We take this opportunity of wishing all of our customers and associates A Merry Christmas and A Happy New Year.

Eastern Division

W. B. Rogers, Jr., Eastern Sales Manager

ALTHOUGH sales in the Eastern Division in 1928 were not as large as we had hoped and anticipated at the beginning of the year they would be, the figures are not wholly unsatisfactory. Our volume of business will probably be around 5 per cent behind the 1927 sales volume, but expenses also have been reduced through a more logical division of territory, reduction in warehouse expense and more efficient distribution of advertising material. Our advertising and selling expense figures for the year will amount to considerably less than similar figures for 1927 and even the percentage of expense will be smaller.

Comparing the results we have obtained with our knowledge of the general market and our estimates of business done by competitors, we believe that we have more than held our own. Some excellent accounts have been added to our line of wholesale distributors and many worth while retail accounts have been obtained during the course of the year.

We have a stronger foundation for an increase in business than ever before. From present indications of 1929 business conditions we have every reason to anticipate that the next twelve months will bring us intensely satisfactory results.

Western Division

R. W. Westcott, Western Sales Manager

WHILE sales were below those of 1927 the record of 1928 in the Western Division has been quite satisfactory, particularly when all conditions in the industry have been taken into consideration. More this last year than ever before the distinction between quality goods and cheaper lines has been emphasized in the felt base market. The loyalty of our dealers, both wholesale and retail, and the efficiency of our sales organization has been very gratifying.

The cities in the Western Division in which the largest gains in 1928 have been made are:

St. Louis, Milwaukee, Kansas City, Memphis, Grand Rapids, Duluth, Peoria, Sioux City, South Bend, Little Rock, Terre Haute, Springfield, Ill., Lansing, Kalamazoo, Topeka, Shreveport, Cedar Rapids, Great Falls, Billings.

The largest percentage gains in individual products have been made in Rug Border, Lining Felt, Small Rugs, Hall Runner and Economy eight quarter.

The Western Division maintains complete warehouse stocks in fourteen strategic centers for the benefit of wholesalers and retailers alike. Every large city is directly served by these spot stocks. Practically the entire population of the

A corner in one of our laboratories. Raw materials entering our floor coverings are tested here.

Division—a total of over forty million—is within 150 miles of some Bird warehouse.

Bird's 1929 line of patterns is more varied and attractive than ever before. Our prices are in line with similar competitive merchandise and our quality in all respects has reached the highest point in the long period of years in which we have produced felt base. With the present stability of prices and policies in the felt base floor covering industry, 1929 looks like a banner year.

December 1, C. E. Tyson assumed his duties as Western Division Field Manager. We congratulate Mr. Tyson on this new line of activity and wish him every success. W. F. Bagley is taking Mr. Tyson's place up in Minnesota. R. S. Bickford is going out into Iowa.

Chicago Floor Covering Office and Warehouse Employees—

Top row, reading from left to right: T. Soltan, M. Malloney, M. MacWade, M. Lester, M. Sweeney, A. Cosgrove, M. Fay, S. Doughty, R. Benoit, D. Brady. Center row, reading from left to right: H. Sperry, P. Kules, L. H. Freeman, T. H. Howells, R. W. Westcott, O. B. Schreen, B. I. Hindmarsh, G. W. Doughty, P. Senteff. First row, seated, reading from left to right: F. Wittleder, V. Szukalla, R. Dignan, L. Moe, B. Rohr, I. Mitchell, M. Curran.

Floor Covering Plant

R. M. Wight, Assistant Superintendent of Norwood Plant

NINETEEN HUNDRED TWENTY–EIGHT has been a year of progress. Progress is not measured merely by extensions in buildings and machinery, but in improvement in production methods and costs, and in those qualities which will enable us to meet the needs of the future.

We have developed ability to make changes in the variety of our patterns and to work to closer tolerances in our process. These are attributes which raise the quality of our product and thereby

A typical Bird & Son shipping office. The new layout at Floor Covering Plant.

benefit our dealers and the ultimate users of our product. Finished material depends upon correct specification for the operation at each point of the process for the optimum in the finished product. More rigid specifications have been set for each point of process and these have been established as a result of greater knowledge than at any previous time.

A careful study of our methods of manufacture has been made during the year and many changes have been made as a result. These changes have been brought about within the organization and are a credit to its ability to discover new and improved methods and to put them into effect. The number of patterns and variety of style has been increased and an increased flexibility in the production of these patterns has been met without corresponding increase in our costs.

The handling of storage of raw materials has been improved by the installation of lift trucks and storage skids so that all raw materials are now handled mechanically with almost complete elimination of hand labor. These materials are loaded on skids and handled by lift trucks to the point of use without further transferring or hand labor.

The prosperity of our employees continues to be in evidence by the large amount of Savings Bank Insurance taken out by them. Work on accident prevention has been very successful as shown by the reduction of lost-time accidents to one-third of those of the previous year.

The loyalty to Bird & Son as a whole and the willingness of our men to carry out the directions of this supervision has been one of the most important factors in making this a successful year.

Box Division

C. H. Andrews, Sales Manager

DURING 1928 the Box Division has had a considerably larger volume of business as a whole than for 1927. This increase has been accounted for largely by the increase in the Solid Fibre and Corrugated production, with the greater proportion of increase showing in the Corrugated Division.

The fact that we are in a position to offer our customers either Solid Fibre or Corrugated makes it possible for us to advise the user impartially as to what style of box is best suited for his requirements, and it frequently happens that we are able to make up a combination of a solid fibre container for the outside, with interior packing of corrugated which gives, for the particular product involved, an exceptional package.

Our experience continues to show an increased demand for quick delivery after orders are placed, due to the general tendency in all business toward the so-called hand-to-mouth buying. At times with a large volume of orders on the books it is difficult to meet these exacting demands. We urge our customers to anticipate their requirements just as far as possible, and are glad to report that we are getting an increasing amount of cooperation along this line. It is particularly difficult to give the quickest possible service on combination orders of corrugated, in which two or three grades of board are involved, such as the 200-test outside container with possibly an .016 jute and chip liner and pads, and .009 double faced board for partitions. The completion of such an order involves three separate runs on the combiner, and necessarily requires more time than a straight run of one grade of board.

Our nearness to the center of industrial New England makes possible the delivery of a considerable portion of our orders for less than carload lots by truck, and for more distant points in New England and Eastern New York State on this class of orders we are able to give twenty-four or forty-eight hour service by trucking to Boston for overnight freight shipment. On carload shipments we can insure delivery to New England and New York State points within forty-eight or seventy-two hours after shipment is made.

We have steadily maintained the quality of our products, and can assure all of our customers that we are making today what we believe to be the best quality of Solid Fibre and Corrugated cases we have ever produced. Constant im-

provement in, and addition to, our equipment makes possible the production of the highest quality of either Solid Fibre or Corrugated box.

The very favorable comments we have received on the quality of our printing on both Solid Fibre and Corrugated in one and two colors is particularly gratifying, and without reservation we believe we are turning out today the highest possible quality of printing. We have always felt that a product on which the manufacturer may have spent thousands of dollars toward improvement of quality and appearance deserves the best possible protection from its container, with the grade of printing that will do credit to the product.

We are looking forward to an increasing volume of business for 1929, and with some changes in our plans feel that we shall be in a position to offer our customers improved service with a maintenance of the same high quality on which we have so prided ourselves in the past.

Fibre Case and Carton Depts.

J. B. Maguire, Assistant Superintendent

THE year at No. 1 Box Shop has been one of steadily increasing tonnage both in the solid and corrugated box departments. The box departments continue to show decreased manufacturing costs over 1927 when very substantial reductions were made due to increased productions on practically every machine. This is made possible only through the increasing efforts of every one in our organization. The box departments are to be congratulated in bettering to such a great extent the 1927 record. The corrugated department bettered their record in tons produced three times during the year.

With service to the customer constantly in mind we have increased our planning and scheduling departments during the past year and the contact between sales and manufacturing has been materially strengthened. The plant office has been remodeled to accommodate this change. This has relieved congestion and helped the service.

Considerable research work has been done on printing inks in their relation to high gloss printing effect and the general betterment of our printing as an aid to the customer. We have always taken considerable pride in our printed work and feel that it is equal to or better than any fibre cases on the market.

The shipping departments have carried on in their usual efficient manner. They have handled the increased tonnage without any difficulty. The "Roll off Body" system of trucking was established which permits loading a spare truck body right in the stock shed while the truck is out on the road with another load. A new and larger electric lift truck has been added together with additional platforms. The shipping platform has been entirely rebuilt with concrete so that we now have over 400 feet of fine concrete platform for loading.

In No. 2 Box Shop our attention has been centered on our Miehle installation in the shoe carton department. It has been a year of development work to familiarize our personnel with this method of manufacturing these boxes.

Stapling the blank, the final process in the manufacture of Solid Fibre Shipping Cases.

Throughout 1928 this department has made improvements all along the line. This trend is encouraging and with an increased volume of business our manufacturing cost will show proper reductions.

In the blank press department new lines have been added. Developing new business means new die equipment and changes in method which have been given much thought. The flower pot production has increased, however, and January 1, 1929, will find our stock ready for a big sales increase in the spring.

The new office of the Planning Department in No. 1 Box Shop.

A new Miehle job press was installed in the printing department. This machine displaced two old job presses and has ample capacity for taking care of orders.

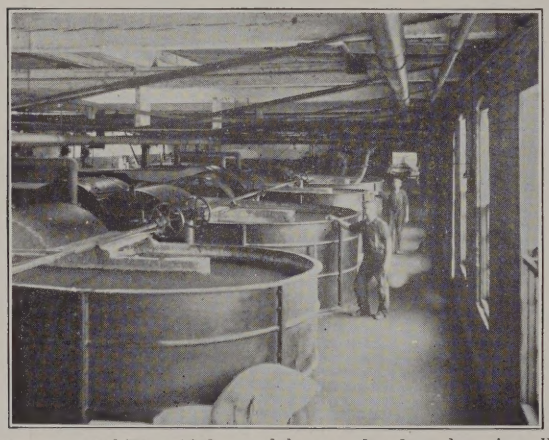
There has been the usual close co-operation of workers and foreman resulting in waste elimination and reduced costs.

Special Papers

E. H. Bartlett, Vice-President and Sales Manager

THE SPECIAL PAPER Department must of necessity be ever alert for new products to make, or new uses of old, or revamping our present materials for entirely new fields, for what is stable today may be passe tomorrow, as this is an age of great changes, wrought almost over night in some cases. We have quite a few new problems underway but they have not yet reached that stage where we can interest our readers of today but before another year rolls around, you'll stop, look and listen.

However, we have one new specialty in the Paper Mulch, and we rarely have found such an interest shown, practically nation wide, as has been manifest in this product. We believe we were the first to furnish the special waterproof papers for the experimentation by the patentee, Mr. Charles F. Eckart of Oakland, California, when we shipped our materials to the pineapple



The new Mid-West high speed beaters that have been installed in No. 1 Beater room during the past year.

fields of Hawaii some 15 years ago. Last spring we were licensed under the Eckart Patent to manufacture for use or sale in the continental United States, East of the Rocky Mountains. We advised each user to follow the suggestions in the bulletin issued by the United States Department of Agriculture at Washington, D. C., and to experiment that he might learn how to adapt it to his special condition and crops. We obtained a very wide distribution for the first season and the reports now obtained are of great interest and help for the future.

We are free to admit that the concensus of opinion is that there was an excessive amount of rain-fall, too wet a season, thus defeating at least two of the fundamental advantages as claimed by the inventor for the Improved Perforated type of paper mulch—viz. the retention of heat and moisture, as would under normal and very dry times be trapped under the paper. A wet time is usually a weedy one, and right here is where the best results were noted—in the elimination of weeds and the protection of the ground against the compacting action of rains; the mulched soil remained loose and light.

Even under these adverse weather conditions results varied according to different crops, locations and kind of soil farmed. Allow me to quote from a report—"the season was unusually rainy but the character of soil and slope of land made it impossible for water to stand on the ground; corn broke ground, where papered, one week ahead of corn without mulch. It matured for table use two weeks ahead of other corn; crop at least three times increased; plants decidedly more vigorous. Cucumbers came quicker, leaves larger, better colored, plants healthier, more production and better formed. Tomatoes the same; asters, better color, more blooms, healthier plants and

Another writes—"We had a very wet season and all my neighbors lost their crops, not being able to keep down weeds, while I, having used the paper mulch had none to contend with, so it is certainly the thing to use to do away with weeding and hoeing."

Paper Mulch in some places meant a 90% crop or no crop at all, where carrots were grown due to the prevalence of rust. We have a very unusual photograph of a large field of melons where they actually produced 121 melons per row weighing 142 pounds, while the parallel row unmulched was 26 melons, 31½ pounds. We could go on with many interesting reports, but let us close in reviewing the special features claimed by the majority of users. Kills weeds, hastens maturity, improves quality, conserves moisture, reduces production costs by lessening plowing and cultivating.

Next spring we all anticipate doing a rushing business with paper mulch, both in the Plain and Improved Perforated; also the making of a heavier type for the special use by orchardists around young trees.

Paper Mills

East Walpole

S. W. Smith, Superintendent

THE year 1928 has resulted in more changes toward the electrifying of our mill than in any other year. We completed the motorization of No. 2 and No. 3 beater rooms, and replaced five of the old type beaters with those of a high speed type. This change in drive has given us the opportunity to measure the power required for each beater and for different furnishes, resulting in many savings in the use of power.

Constant speed motors were installed on No.3, No. 4 and No. 5 machines to replace steam engines. Our plan for more complete electrification is being

carried out rapidly and further replacements of engines by motors will be made in 1929.

While total production for the year will not be much greater than last year, we have made material progress in the increased production per machine per day. We installed a new and modern wet end with special deckling device on No. 4 machine. We are at present replacing the wet end of No. 5 machine with the most modern lay-out for a board machine. Screening capacity on both machines is increased. These changes should result in further increases in production in 1929.

Many improvements of more or less minor nature were made during the year, all of which helped in reduction of costs, elimination of waste or improvement in quality. We installed a chlorinator for the machine water on No. 4 and No. 5 machines and substituted a new washing compound for soda ash for wash ups. A ramp was built in the stock handling department to speed up trucking of raw stock. Changes were made in the index department to obtain a still better finish for our board.

The outstanding savings of the year were in use of power, although substantial economies were effected throughout all of our departments for which the foremen and men deserve considerable credit.

Phillipsdale

T. G. Henderson, Superintendent

SEVERAL important changes have been made in the equipment at Phillipsdale during the last year.

Without seriously impairing production, an entirely new white water system has been installed, two high speed beaters have been constructed, and a five-cylinder thickener has been added to the machine. These with the additional testing equipment now in the laboratory, may be expected to give us not only better costs and production rates, but will also furnish a better control of our quality. With the installing of our new thickener, our paper machine is now 274 feet long and is, probably, the longest in the country making a similar product.

Our handling problems have been simplified by the building of a ramp which allows us to unload raw stock directly to the beater room thereby reducing double handling. A heavier and faster crane has been installed in our machine room which speeds up our shipments.

Not the least of our accomplishments this year has been our record of but two lost time accidents, second only to the phenomenal record of the Roofing mill.

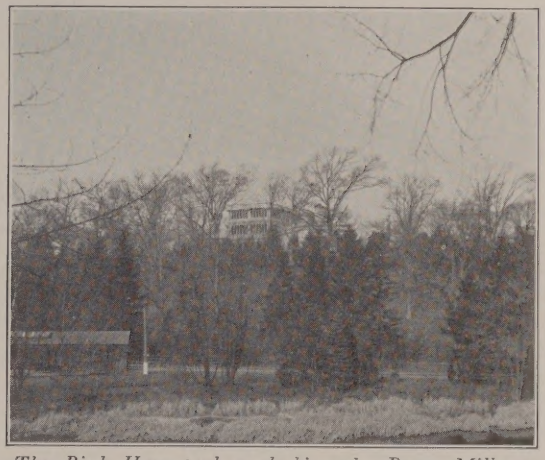
We look forward to 1929 as a year of not only higher production and lower costs, but, what we regard as still more important, a better quality product than we have ever produced.

Competition Never More Than in 1928

R. C. Floyd, Assistant to President

ANOTHER year of business has drawn to a close, and seemingly more rapidly than any other. Each of the Sales Departments of Bird & Son has a right to review the results attained with a feeling of pride and satisfaction—and these in a year when competition was never more keen.

However, in spite of our record of success extending over a considerable period of time, we must always remember that success is actually a relative term, and that our accomplishments already achieved really mean that in 1929 we must



The Bird Homestead overlooking the Paper Mills at East Walpole

strain ourselves all the harder to continue and even improve our past marks, and this with the prospect of the coming year being even more competitive than any heretofore.

We still need to increase our markets, to add new accounts on our books, to strengthen our relations with old accounts and to constantly make the well-known spirit of Bird & Son felt by all who come in contact with us and by many who know us only indirectly.

There is one thing that each of us can and should do, irrespective of what our particular job in the Bird & Son organization is, and that is to be constantly on the alert for new ideas,—new ideas to reduce costs, to improve old products, to add new products to the line—new ideas in a hundred different ways which may result in improving some phase of our business.

There are some things in this world to which financial yard sticks cannot be applied. It is mighty difficult for anyone to gauge the cash value of a new idea. More than one apparently simple suggestion has revolutionized entire industries.

Here, then, is a real opportunity for every one of us.

General Manufacturing

S. B. Montgomery, Assistant Manufacturing Manager

"HERE," said the Red Queen, "it takes all the running you can do to keep in the same place." This advertisement by the Atlanta

Section of the Manufacturing Office showing some of the members of the Engineering, Planning and office staff.

Chamber of Commerce, taken from Alice Through the Looking Glass, illustrates the problem that confronts all our manufacturing departments. During the past few years we have each year bettered the records of preceding years, reducing costs, improving products and perfecting control. To say that we equalled our last year's records would, therefore, be high praise, but we have been able, through the co-operation of all our fellow-workers and through a liberal policy adopted by our management in replacing obsolete equipment and adding money saving devices, to better this record. All of this appears in the write-ups of our four major divisions.

Our planning department has functioned smoothly and the following statement gives an idea of how this department keeps our mills on a steady and balanced schedule.

Planning Department

P. N. Hills, Superintendent of Planning

THINGS YOU WORRY ABOUT DON'T USUALLY HAPPEN." "Rather an axiomatic statement, but nevertheless it applies nicely in designating one of the major problems of the planning departments.

"Idle time is one of the chief subjects of worry to the manufacturing department. Taking idle time can have serious and costly effect in production centers such as the paper machines and Phillipsdale because these machines are on a normal 24-hour day, six days a week and an hour once lost can never be regained by overtime as is possible in some of our other departments.

"Orders seldom come in regularly and practically every product of Bird & Son is affected by seasonal demand. Consequently the problem of the planning department is to schedule enough production to fill orders during the busy seasons and on the other hand to keep the same departments running during the dull seasons when orders are slow. The problem is accentuated by the fact that the seasons vary in frequency and severity for the different products.

"To help in overcoming seasonal demand and preventing idle time, Bird & Son have large investments in warehouses and finished stocks from which orders can be filled during peak demands without materially increasing production and into which warehouses stock can be poured during dull seasons.

"By the use of our warehouses and by constantly checking up stocks on hand, rates of incoming orders and rates of production, the planning departments are in a position to direct the attention of the management to threatened idle time in the various production centers. If sufficient advance notice is given, the management has an opportunity to apply corrective factors which can usually prevent the threat from becoming a reality, in other words, the thing worried about does not happen.

"The system really works as is evidenced by the following examples:

No idle time at Phillipsdale for five years.

No idle time at No. 5 paper machine for five years.

No idle time at No. 4 paper machine for four years.

"All three of the above machines are extremely subject to seasonal fluctuation and idle time once taken cannot be made up."

Engineering Departments

C. W. Conrad, Plant Engineer

OUR Engineering Department has been very active and Mr. Conrad gives us a long list of work completed and contemplated.

In our power plant a new motor driven boiler feed pump has been installed to take care of increased steam requirements.

The wood side wall of the coal pocket has been replaced with a concrete structure which saves on maintenance and preserves better alignment of the gantry crane.

During the summer a new cable was installed to supply additional Edison power for the main mill in case of necessity.

The extensive changes in electric generation and distribution of power have added equipment to the switchboard. We have modernized much of the old equipment which has remained.

After the electrification of No. 2 beater room we were left with the problem of disposing of C engine.

As it was in first-class condition it was decided to use it to generate electric power. A generator was purchased and installed. This is used when load requirements are sufficient and will make it unnecessary to purchase power except at rare occasions.

At both No. 1 and No. 2 Box Shops the shipping platforms have been replaced with reenforced concrete structure. This will result in saving in maintenance cost and facilitate handling.

A new improved lighting system has been installed on C floor of No. 1 Box Shop. Fixtures are of the latest type industrial units and materially improve working conditions.

In the Paper Mill, four new high speed beaters have replaced four old beaters in No. 1 beater room, and one new beater has replaced an old one in No. 2 beater room. These have materially increased beater capacity and have reduced the cost of power per ton of product.

Electrification of Beater Rooms: All main mill beaters and jordans are now equipped with individual motor drives. During the year those in No. 2 and No. 3 have been changed over. This has released C engine for other use and permitted the removal of D engine.

New Wet End No. 4 Machine: A new Fourdrinier with drive was installed on No. 4 machine early in the year. With this a new thickener and two new Bird screens were added and an extension to the building was required.

Since mid-summer work has been underway on the installation of a new wet end on No. 5 machine. This includes complete rearrangement of screens, installing individual screens and circulating pumps for each vat, and replacing all vats with improved type. It is expected that these changes will be completed early in the coming year and will result in obtaining a material increase in capacity on the paper machine. This has been a very difficult construction job because of the necessity of keeping the machine in operation during the reconstruction.

We now have only two engines on No. 4 and No. 5 paper machines and these will soon be replaced by modern variable speed electric drives. These will increase flexibility of operation, reduce power cost and have added capacity for increased production.

In addition to the new lighting system mentioned above we are installing improved fixtures for lighting in all paper machine rooms. This equipment will add greatly to safety of operation and assist in maintaining proper standards of quality.

In addition to the above, our engineering department aided the local maintenance departments at the Norwood and Phillipsdale mills in making layouts and supplying advice on their various problems."

Research Laboratory

E. L. Connolly, Chief Chemist

"The work in the research laboratory which included a study of materials and manufacturing methods, the improvement of existing products, and the development of new ones has been very interesting.

"The selection of the most suitable raw materials is extremely important in maintaining high quality, and assuring satisfactory service over a long period of time. The effect of moisture, heat, low temperature, or even sunlight in some cases, must be determined to assure the utility under all possible conditions.

The application of Bird's Insulating Board on a residence at Braintree Highlands, Mass.

"Before placing a new product on the market it is necessary to subject it to tests that will give information as to how it will "stand up" under the most unfavorable conditions as well as with ordinary usage. Practical tests are carried out as far as possible in our well equipped laboratory, but these are supplemented by tests made on a larger scale with periodic observations and reports of the product in actual use.

"An illustration of one of our problems developed this year in Bird's Insulating Board, a new product which has been thoroughly tested and found to have unusual qualities. It is not only an excellent material as a base for gypsum plaster, but it is also a very efficient insulator as determined by actual quantitative tests made by experts at the Massachusetts Institute of Technology.

"This board, which has a cellular structure, was found to have exceptional value as a sound deadener. Professor Barss of the Massachusetts Institute of Technology reports that 96.6 per cent of the sound striking a sheet of Bird's Insulating Board is absorbed or reflected, and only 3.4 per cent passes through.

BIRD'S
NEPONSET REVIEW

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THE EDITOR'S MESSAGE

WE wish to all our friends, *Review* readers, past, present and future customers, and particularly to our co-workers who make up our strong and loyal organization, the fullest possible measure of prosperity.

A word to our co-workers. The *Review* is published regularly each month, chiefly for the members of our own organization, to provide a medium for the interchange of news between those of us who are at East Walpole and Norwood, at our Phillipsdale and Chicago plants, as well as at our Canadian plants, and our many salesmen throughout the country. We want to make every worker feel that he is a part of the organization, to increase his knowledge of the business, to help increase his interest and value to the concern, and to strengthen his confidence in it, to promote health, to urge safety first, to widen acquaintanceship, to encourage suggestions and study, and to acquaint all with the activities of our employee associations.

While still keeping its essential characteristics, we have tried to make this number sufficiently broad in scope to interest all of our readers, customers, stockholders and the many others with whom we do business. Because of space, many of our regular columns on employee activities are omitted or reduced in amount.

We are always anxious to improve the *Review*, and, while we hope that you enjoy our Holiday issue, we shall appreciate your contributions and suggestions toward its improvement.

From Every Year We've Learned Something New for 134 Years

IN a way, our business furnishes a rather concise summary of more than a century and a third of improvements in American industry. From every year we have learned something new about doing business. A background of 134 years is very useful in judging the future.

In 1795 George Bird, the founder of this business, built a paper mill in Needham. In 1803 he sold this mill and moved to Dedham. In 1817 he acquired the water power rights and land on Neponset River at East Walpole where our main plant is now located. Since that time Bird & Son has retained this water power right and site, but it has expanded very considerably. We no longer depend on water wheels for power to operate our machinery, nor for the sun to dry our paper. After 134 years our business is still vigorous enough to increase in every decade.

To survive and grow every year of those 134, we have had to overcome that eternal enemy of progress, obsolescence. In other words, we have had to keep up with and ahead of the times.

We have learned that obsolescence can be defeated, but it must be constantly fought. When one method becomes impractical or too costly, a new one must be substituted, but again we must provide for the day when that method too shall become out-of-date. It must be met by a reserve, like a reserve for depreciation of plant or equipment.

At frequent, and nearly always unexpected intervals, we must revamp our equipment and our plants or parts of them. Such changes arise in the general course of modern business, from changes in style, improvement in building construction, the use of substitutes for wood, etc. Every change in our plant or equipment requires money and we know we will have to continue to make these changes in the future.

Our plants still manufacture some of the same commodity, paper as in 1795, so we can draw certain parallels between then and now. The business started with about ten employees. Now we have over 1800 employees. The original plant has expanded to ten plants in the United States and Canada with over 100 buildings. We still make paper, the original product of the company. Paper gives us an index of our production of today compared with a century ago. We now make more paper in a single day than was then made in a year. The improvement is due largely to the development of machines, the introduction of steam and electrical power and to higher skilled operators who work shorter hours with less fatigue than in the past. If we made paper by the same method in use in our mills in 1853, or about 75 years ago, our present production would require about 2000 men making nothing but paper. We have less than that number in all of our plants. And paper is only a small proportion of our total production. In all other directions our output has multiplied.

Other goods were originated in intervening decades to take advantage of changing conditions. Bird & Son has always stood ready to bring out new products. Now the men in our plants

produce many kinds and grades of paper; a thorough line of boxes solid fiber, corrugated and folding and telescope, asphalt roofings and building papers in different weights, colors and designs, a complete line of smooth surfaced floor coverings, rugs and rug border, as well as many other specialties along the above lines.

Ingenuity is required to develop new products, perfect new methods, and we must work incessantly on the improvement of present products and methods. Organized ingenuity is represented in our research departments, laboratories, engineering, planning, cost and various other staff departments, superintendents, foremen and every operator must help too.

For 134 years production per man in our plants has increased and quality has improved. This trend is still going on—and must continue faster than ever before. One would think that after a century and a third, quality and production would have reached a final maximum. But this is not true. Past gains must be the foundation for further improvements on a bigger scale.

In the highly competitive lines of business we are engaged in, we must continue to develop new products; to improve our present products and methods, in order to keep up to the times in this never-ceasing change in modern American business. B. D. R.

From the Auditor and Office Mgr.

A. H. Anderson, Auditor

NATURALLY as another year rolls around we want to review the accomplishments of the past with the hope of bettering the future based on such experience.

It is interesting to note that definite progress has been made toward better coordination of the work in the departments and also in the contacts with other divisions of the institution. We hope to further increase the value of the departments by the proper studies of the character of work which is being handled by the various individuals and by distributing the work to those who are best qualified to handle it competently and economically.

We have found our associations with the various departments and individuals throughout our organization one of satisfaction and pleasure and we pledge a continuation of our support in the policies of Bird & Son, inc.

May your happiness on Christmas and the years to come be complete.

Bird & Son, inc., Largest Shipper on N. Y. N. H. & H.

M. J. Hawkins, Traffic Manager

OUR 1928 activities have been given excellent support by transportation companies. Rail, water and motor carriers have performed in a most efficient manner.

Our shipping position is a most advantageous one. Located on the Providence division of the New Haven Railroad, we are eighteen miles from the terminals of the Boston & Albany, Boston & Maine and New Haven Railroads at Boston. This enables us, when Bird's product users require, to deliver urgently needed consignments to fast freight within two hours from the time of receipt of an order, provided the material ordered is in stock. The value of Boston's port facilities must not be ovrlooked. Regular sailings permit us to serve: Maine Ports, New York, Philadelphia, Norfolk, Baltimore, Savannah, Jacksonville, California, Oregon, Washington, and places reached through these ports. Ships departing for the principal foreign ports of the world enable us to make close connection on short notice.

The port of Providence, twenty-eight miles distant, opens New York City to us for overnight delivery. The daily schedule in effect calls for freight loaded at 1.00 p. m. to arrive in New York the day following at 8.00 a. m. for store door delivery before noon of the same day.

Fast freight train connections at Readville, Mass., Providence, R. I., Framingham, Mass., and Lowell, Mass., dispatches our carloads with almost passenger train speed to nearby and distant cities consuming Bird's products.

This help in our distribution works also in bringing to us the material needed by our various production units.

Two New Haven Road locomotives with full switching crews are required daily to place fuel and raw materials for the use of production and pull away our finished products. Over 1200 cars are handled monthly with clocklike regularity and this service should continue while the New Haven Road maintains the present high standard of power equipment and plant operation.

Motor truck transporation is playing no small part in the distribution of Bird's products to nearby points. To satisfy store door or industrial plant deliveries in nearby places, we must rely upon the motor truck for the handling of less than carload business, so daily service has been inaugurated to Boston, Providence and twice a week to Worcester and intermediate points with special trips as business offers.

The foregoing is pointed out so Bird's Product users may be satisfied that we are prepared to render the maximum in transportation help.

Last year we occupied the position of the largest individual shipper on the New Haven Railroad and figures for this year to date indicate that this position will be retained for 1928.

Of all inventions, the alphabet and the printing press alone excepted, those inventions which bridge distances have done most for civilization.

—Macaulay.

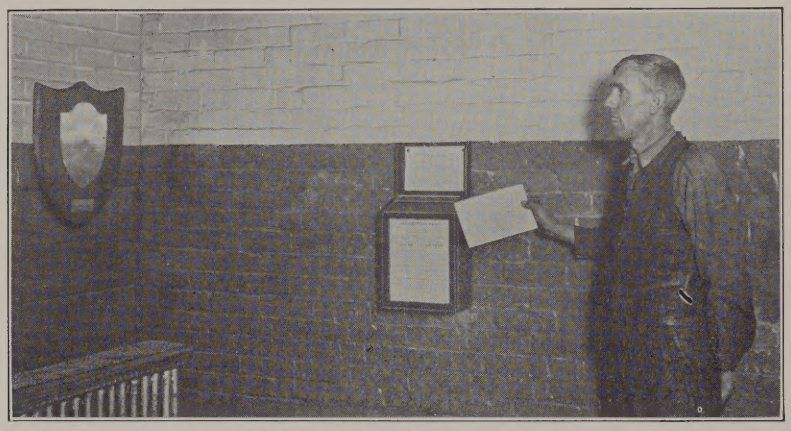
New Suggestion Plan Adopted

More Liberal Awards

PERHAPS few people realize the amount of thought that is given the Bird & Son Suggestion Plan by many people throughout the whole organization. From the man in the mill who puts in a suggestion because he thinks an extra five dollars would come in "pretty handy, "through the man who has a real interest in his job and enters suggestions because he has a desire to see things improved, through the foremen, superintendents, and even up to our President, Mr. Allen—all spend more or less thought and time on the plan.

The next surprise for you is, that the number of prizes for the best suggestion has been increased to three—$100, $50, and $25.

And here's some more news for you: There are to be no more annual awards for the largest number of suggestions accepted during the year. In place of it, we have something better, and what seems to be a fairer arrangement for all concerned. This is it: For every five accepted suggestions, the suggestor shall receive an additional award of Ten Dollars. This shall not be limited by the calendar year. Whenever a suggestor has five accepted suggestions to his credit, he shall receive an additional Ten Dollars, and begin again; for each additional five suggestions, he shall receive Ten Dollars.



John H. White standing by the new orange colored suggestion box. Bird & Son's suggestion plan gives every employee a part in the management. John seems to be admiring the Safety Shield that is held by the Norwood Roofing Plant for going the longest time without an accident.

Recently, after much consideration, a new plan of payment for accepted suggestions was adopted. This is as follows:

(1) Improvement in product, or new product	$25
(2) Reduction in costs of manufacture	10
(3) Of intangible value, such as reduction of accident and fire hazards, conveniences, etc.	5

In addition to this, of course, there will be the usual special awards for suggestions of unusual merit. There is no "nigger in the woodpile" here. All can plainly see that there is a real reason for this change, and that definite results are expected. It is comparatively simple for anyone to think of something of no tangible value, but it takes real thinking and well-made plans, carried through to a definite conclusion, to result in an idea or suggestion which will mean improvement in any of our products, or reduction in manufacturing costs. Will you be of more value to the company after you have put through something of this sort? It goes without saying.

The management is frank in saying that it hopes to obtain real results from this new plan. Greater incentive should mean more men putting more real thought and effort into plans for improvement—and this should surely mean better conditions for all concerned.

In the past, it has been necessary for all suggestors to start new at the beginning of each year in order to earn any of these special prizes. With the new plan, even though you may have only three accepted suggestions to your credit in December, you may continue in January to try for the other two necessary to win the Ten Dollars. And you can win one of these prizes as often as you can make the grade.

Although there has always been a certain amount of formality observed in awarding the special prizes, no definite plan was ever followed, but it has now been decided that this shall be done in the Directors' Room of Bird & Son, inc., which is the President's Office, in the presence of the Suggestion and Executive Committees, with the presentations being made by Mr. Allen.

And Harry Mann is back on the job investigating.

Watch for the Orange-Colored Boxes

What are they for? And why?

The Suggestion Committee has for some time been considering an improved box to be placed around the mill to receive the suggestions. And the new orange-colored box which will soon make its appearance is the result. Here is a picture

of it, with John H. White, one of our stand-bys, showing how it is to be used. There is a place in the back for suggestion blanks, and above it will appear, from time to time, posters, which it is hoped will inspire all to more and even better suggestions. "The Sign of the Orange Box"—There's where you make your suggestions.

All of this is to go into effect on January 1st, 1929. Of course, the three prizes for the largest number accepted will apply on 1928 suggestions, as will the two prizes for the best suggestions, but these will be awarded in the President's Office according to the new plan.

And then we'll be off to a new start. Let's go!

The following suggestions were accepted at the meeting held on December 5:

Improve slitters	Charles E. Anthony, DPP Awarded $10.00
Rubber bumpers on FXRM9	Byard Bennett, FXR
Line floors of skids	Manuel Branco, FBF
Fill space in center of DMBM10	Michael Burke, DMB
Widen Mezzanines in No. 4 and No. 5 hangers	Michael Dzurbanick, FFN
Improvement for shaft on feed pulley, FXRM13	Ernest Field, FXR
Jitney telephone in tractor house	Peter Folan, DMT
Stop on bottom of DMH conveyor	Peter Folan, DMT
Platform to catch sheets	John Ford, FXR
Extend plate on Miehle Press skid	John Ford, FXR
Call bell for FXR basement	John Ginley, FXR
Closed box for guide roll on FXCM1	John Goonan, FXC
Widen pan on FXCM1	John Goonan, FXC
Holder for belt dressing on FXCM1	John Goonan, FXC
Method of lifting Jordan coupling	Herbert Hinson, EMW
Plate on cam trucks	Carl Johnson, FFM
Ball bearing collars on slitter shafts	Herman Lauble, FXC
Iron legs on FXGM26 press carrier	Ralph Martin, FXG
Wing nuts on ductor blade bolts	William McLauchland, FBM
Relocate switch at FXCM2	Thomas Paquette, FXC
Protect high pressure steam pipe at DMPM4	J. M. Smith, EMP
Change vitriol pipe at DM14	J. M. Smith, EMP
Iron clamp on Fordson tractor seat	Everett Tripp, FFM

The race for the prizes for the largest number of suggestions accepted during the year is drawing to a close. At the time of writing, the standing of the leaders is as follows:

John H. White, FBM	9
Peter Folan, DMT	8
John Ford, FXR	8
Herman W. Lauble, FXC	8
Herman Nordstrom, DMP	7
John Mattson, FBM	5
Julian M. Smith, EMP	5
Howard Young, FXR	5

Fewer Accidents in 1928

AT this season of the year it is customary to look back over the preceding twelve months to determine if an improvement or otherwise has been made. So it is with our Safety Work. Of course, we have known from time to time during the year that records were piling up and that 1928 was in the way of being our banner Safety Year.

At the present writing, December 15, everything points to 1928 being "the Safest Year on record." The Norwood Roofing Plant is going on 15 months since its last lost-timer. October was our first "NO-ACCIDENT MONTH" for all divisions. Last month, November, was nearly as good—just missing that distinction by a single minor accident. Last year from January 1 to December 1 there were 93 lost-time accidents. This year for the same period there were 38. A reduction of nearly 60%.

Without going too much into figures and explanation, the monthly records for 1928 show a curious situation—but an appreciated one. During the first six months there were 27 accidents. Since July there have been 11. What has caused this reduction? Are we getting a new and more correct meaning of Safety? Namely, that each individual is responsible for his own and his fellow worker's safety.Whatever the explanation, there is still room for improvement in 1929. Months with 8, 6 and 5 accidents are inexcusable.

A corner in our East Walpole Hospital room. An average of over eleven hundred calls a month are made to these rooms for the treatment of minor ills and accidents.

Each year we gain more and more experience in this business of accident reduction. It is gradually being impressed on us that the greatest factor in Safety and Accident reduction is Common Sense. THINK about the hazards of your own particular job—then avoid them. Naturally as we strive to reduce accidents more and more, it gets harder and harder. However, we have been gaining experience all the while and this should tend to offset the difficulty.

We have achieved what we set out to do a year ago, and "have made 1928 the Safest Year on record." Furthermore, we are justified in rejoicing at this splendid accomplishment to which our individual efforts have contributed. We should resolve, when making our New Year's resolutions, to carry on the fight more vigorously than even in 1929. Let's better 1928's Safety record during the coming year.

H. E. F.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Arthur Wilson*
Julia Clem *Henri Davenport*

Department CX held a real, bang-up meet-up Wednesday, November 30. All the salesmen for the department were East Walpole bound for the gala event, in which of course, the men who make the wheels go round inside the department also participated, with the exception of Mr. Dolan who had a previous business engagement which he could not release. Regrets were made for Mr. Dolan's absence. The meeting took place at the Bird Club in the morning, was followed by a luncheon during which the Messrs. Allen, Bartlett, Miller and Wyman spoke, and during the afternoon, open discussion was held. For dinner they proceeded into Boston, to the University Club and followed that by a Theatre party at the Shubert where they witnessed a performance of the "Red Robe."

If there is anyone out of a job, it might be well to apply to Miss Patinsky. Nell carries a coal mine around with her now.

The CX girls are looking forward with much interest to their Christmas party. They plan a dinner and dance in one of the popular restaurants, to be followed by a visit to one of the "big shows."

The CF girls enjoyed their annual Christmas party after what might be called a whispering campaign. We can't tell whether each one has been talking "about" the other, or "for" the other.

When the fellows learned that the CF girls pulled names early for exchanging presents, they did their early work on reserving long stockings for themselves. Ken settled an argument with Art by taking the smallest stocking and leaving the largest for him. Ernie was much surprised by getting a well-needed extra gas tank full. Now the old Ford won't run low, Ernie, maybe. John was tickled with a "Tin Hat" so he could ride with Ernie's Ford "all dolled up like Ernie."

If anyone has an extra sweater, Bertha Kannally can use it. So far she has only had three on at a time.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Martin Kane is going to take in the winter sports at Ottawa, Canada, the first of the year.

Tony Feeney must be thinking about building on his lot in Medfield, for he has been getting prices on building material.

We deeply sympathize with Ernest Koebe of DVX1 in the recent loss of his father.

Jim Kivlin and a party of friends enjoyed a snow shoeing party up thru Moose Hill one Sunday recently.

Arthur Andrews of No. 4 Paper Machine is leaving to "go down hum" for the winter.

Lewis Keddy of No. 5 recently joined the ranks of the married men. Good luck, Lew.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

John Fleming, EMY, has returned to work after an illness of several weeks. We are glad to see you back, John.

Eric Backman and Kenneth Carpenter are new workers in EMW. Welcome, boys.

John Bartolini has left for New York to meet his intended bride. Congratulations, John.

Wilbur Fay has returned from his hunting trip. Some of the pictures he brought back indicate that he had much success.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

On November 24, Joe Wynne surprised us by marrying Miss Odena Bonin of Central Falls. After a wedding trip through New Hampshire he is back on the job again and we wish both Mr. and Mrs. Joseph Wynne the best of good luck.

John Vargos is running his car again on man power. Recently he drove his car within about a half mile or so of the plant and George Inman, Alec Homenick, and Jack Mello had to help him push it the rest of the way. This does save gas!

We are glad to see Jack Matthews back again from a visit to his home in Newfoundland.

Two newcomers were announced at Phillipsdale this month. They are Josephine Castro, daughter of Anthony Castro, born November 16 and Lawrence Barnard, son of Joseph Barnard, born December 3. Each youngster is the fourth in the respective families. We come in even numbers down here.

We are glad to see Everett Macomber back again with us as night engineer. He has been working on the boats but we guess he thought that perhaps the boats would be too cold in the winter time.

The Paper Mill Safety Committee in session—Left to right: Maurice Tarr, Marshall Grant, Mario Baragine, James O'Donnell, Austin Allen, John DeCosta, Ralph Wilkins, Chairman, Victor Burrell, Tony Feeney, Charles Rafuse, James Houlihan, John Burke. Absent: Joseph Donovan, Lawrence Balduf, Dan McDavitt, Louis Bergstrom.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat*

"Home Run" Bill Murphy of FBV is now the proud father of a ten-pound boy. Congratulations, Bill!

Arthur McKenna is quite a hockey fan and can be seen at the new Boston Gardens any time the Bruins are there.

Charles Seavey of FBF was one of the many would-be spectators at the Boston College-Holy Cross Game. Better try getting a reserved seat next time, Charlie.

Arthur Balduf of FBE has exchanged his old "fresh air Henry" for a sedan.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

"Ben" Roberts and Eric Gach attended the Superintendents' Meet-Up at Montreal.

Mr. Hird attended a meeting of the Asphalt Roofing and Shingle Institute in New York City.

Joe Miller was in the office, Wednesday, December 5, which is the 19th anniversary of the date he started to work for Bird & Son. This is quite an enviable record, and congratulations are in order.

We were all mighty glad to have Mr. Bird drop in for a visit on November 22.

A meeting of the Suggestion Committee was held on the 6th and 47 suggestions were received from employees, ten of which were accepted. There will be but one more meeting for the year and the results of the December 26 meeting will determine the winners of the grand prizes. The contest is growing hot and it is hard to say now how it will turn out, Rogers is still in the lead. F. George and J. Sullivan are right on his heels.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Charles Bean *Tom Rogers* *James Daley*

To all its fellow workers
in the Bird organization, the
Floor Covering Division wishes
A Very Merry Christmas

J. Alcott, FF Art Adviser, recently made a trip to Atlanta, Georgia, to attend the Southern Manufacturers' Sales Conference. Jack was on the speakers' roster along with the Governor and numerous industrial leaders. Atta boy, Jack!

John Macchi is sure a real huntsman. He recently returned from northern New Hampshire with a 200-lb. black bear. Only beginner's luck.

Elton Hamilton, the smiling foreman of FFP, is the proud father of a baby girl.

Another baby! Alex Morrison is to be congratulated on the birth of a son.

James Harper, FFP, has been out sick for two weeks.

The only complaint of Clarence Phillips and Edmund Wenstrom, proud possessors of the well-known "garage man's delight," is that service stations aren't close enough.

Ever since Thomas Fitzgerald's Pontiac was towed away by a wrecker, Leon Wilson is planning to fasten a dustpan on the rear of his Pontiac just to sort of pick up stray parts.

The Boyden family wishes to take this opportunity to thank its many friends of Bird & Son for the flowers and kindness in its recent bereavement.

Raymond Boyden, FFN.

CHICAGO OFFICE

Ralph W. Douvall *Lillian Moe*

For the next month or so we will all be busy wondering whether the socks, ties, gloves or whatnots that we get will fit or whether we can find anybody that they will fit that will trade us.

Unofficially it has been rumored that there are a great many advertising rugs and short ends of Neponset going around in McEndy's territory since the Dartmouth-Northwestern game. Northwestern having won, we will bet that Neponset is a good bet for a lost bet.

Speaking through our long whiskers, as Santa Claus would do, we wish you all, the Merriest Christmas ever and success and prosperity for 1929.

A partial view of Norwood Floor Covering Plant from water tower

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during January.

			Yrs.
Henri Davenport	1– 1–1898	Main Office	31
Carl V. Smith	1– 1–1901	Paper Mill	28
F. W. Welch	1–16–1901	Box Shop	28
Joseph Knaus	1–24–1902	Paper Mill	27
May Gardner	1–26–1902	Main Office	27
Robert Morse	1– 7–1907	Finishing Mill	22
Daniel Reardon	1– 7–1907	Paper Mill	22
Dennis Lowney	1– 9–1907	Paper Mill	22
Michael Smith	1– 9–1907	Maintenance	22
B. D. Rogers	1–21–1907	Labor Bureau	22
H. E. Sawyer, Jr.	1–26–1914	Floor Cov. Sales Mgr.	15
Austin D. Kilham	1– 1–1919	Roofing Sales	10
Tony Willota	1– 2–1919	Roofing Mill	10
Ira Post	1– 1–1924	Floor Covering Sales	5
Isabelle Faunce	1– 7–1924	Main Office	5
Anna Eklund	1–10–1924	Main Office	5
Oliver Turkington	1–14–1924	Main Office	5
Angelo Auciello	1–16–1924	Paper Mill	5
Bruno Stravinsky	1–17–1924	Box Shop	5
Nito Bilotta	1–18–1924	Roofing Mill	5
Fulton McLean	1–18–1924	Floor Covering	5
John Dias	1–22–1924	Box Shop	5
James Connolly	1–23–1924	Floor Covering	5
Ruth Arel	1–24–1924	Hospital	5
Clyde Phipps	1–24–1924	Roofing Sales	5
Matthew Concannon	1–29–1924	Box Shop	5
Roy Mears	1–30–1924 Phillipsdale	Finishing Mill	5
Rexford Salisbury	1– 6–1909 Chicago		20
James A. Bartlett	1– 2–1924	Roofing Plant	5
Olney B. Schreen	1– 7–1924	Roofing Plant	5
Michael Thomas	1–21–1924 Correction	Roofing Plant	5
Florence Holmes	Aug., 1923	Chicago Floor Cov.	5

ATHLETICS

Men's Bowling League

Pushing ahead of last month's leaders, Team FX2 has taken the lead for December and stands first in the Men's League with a record of sixteen strings bowled and only one string lost. Team EM which stood first in the rating of November 17 has dropped to third place. FBP has come up from third to second and is running FX2 a close race, with a per cent of .900 to FX2's percentage of .938.

Individual scorings have also changed. James Dine, FX2, leads with an average of 102–8, and Howard White has come up from fourth place to second. John Keefe, DVX, still

The ten highest bowlers in the Men's Bowling League—Left to right, top row: John Keefe, Charles Flower, Ed Hall, Alex Alexandrini, Edgar Tarr. Bottom row: James Mack, Paul DeLarario, James Dine, Howard White, Teodori Michienzie.

holds his last month's record of High Individual Single String Man, and Alexander is still the High Individual Three String Man. FBP, which last month held the High Individual Three String Total still retains that, and in addition has taken the honors away from FFM for the High Team Single String.

Norwood Fraternity Bowling League

In the Fraternity Bowling League, Bird & Son now stands fifth. At the last set of matches on December 6, the Social Club took first place, winning from the Teacher's Club, Berwick and Smith, the American Legion, and the Knights of Columbus are the other teams with a higher standing than Bird & Son.

Five matches are scheduled for the month of January, two of them with Berwick & Smith, the team which now stands second in the League.

With The Soccer Team

The Soccer team has shown a marked improvement since our last report. On Saturday, November 24, Bird & Son met and defeated the fast and clever Norwegian Athletic team from North Brighton by the score of 4 to 3.

The game was featured by the effectiveness of the newly-arranged forward line. Harry Benson had too much speed, and was altogether too ambitious and forceful for the opposing defense. Scoring three of his team's goals, and playing a fine game throughout, he wound up his day by actually winning the game for Bird & Son in the last few minutes of play. The game was played on the New Athletic Field at East Walpole.

On the following Saturday, December 1, the Bird & Son team was forced to play the crack Fore River Shamrocks at Quincy with a short team, using only nine men against the Shamrocks' complete eleven. The game was not as onesided as might be supposed. Jack Smith scored the only goal for Bird & Son, and was undoubtedly the most brilliant player on the field throughout the game. Final score, 3 to 1 in favor of the Shamrocks.

The game scheduled with the Woburn Independents at East Walpole on December 8 was postponed because of bad weather, and will be played at a later date.

The players who took part in these games included: Franklin Milliken, Frank Clem, Maurice Tarr, Robert Havaran, Walter McKenna (Captain), Jack Smith, John Mullin, James Mullin, Arthur McKenna, Tom May, Harry Benson, Peter Stupart, Sam May and Ernest May.

Annual Meeting E. M. B. A.

THE Twenty-Eighth Annual Meeting of the Bird & Son, inc., E. M. B. A. will be held in the Lunch Room, off the Main Mill Brigade Room, Tuesday evening, January 8, 1929, at 8.00 p. m., to elect officers for 1929 and transact any other business which should properly come before the meeting.

The following is a list of the candidates selected by the Nominating Committee.

For President		For Vice-President	
Ralph Wilkins	PMB	Halburton Dobbins	SM
George Smith	PBN	Roy Springer	AC
Leo Bernier	PFN	Ralph Wight	PF
For Treasurer		For Secretary	
John J. Linnehan	DMP5	Albert Smith	GC
W. N. Prescott	FF	C. D. Savage	FBV
Harold McNeeley	EM	Lester Evans	FFSM
Investigating Committee		Nominating Committee	
Edward Geraghty	FB	William F. Geary	DF
Helen Randall	GH	Howard Everett	FBP
Lyman W. Small	FFM	Leon Wilson	FFN
Ruel Fulton	FBP	R. L. Tupper	FX1
Ruth Arel	GH	Stewart Nickerson	FFV
John H. White	FBM	M. F. Sheehan	FBB
Thomas Dirkin	FFP		
Dan Jones	DMP3		
James Hammond	DMB		
John Maitland	EM		
Frank Whitehead	EME		
John Burke	DMB		

A. W. Smith, Secretary.
December 7, 1928.

The ten highest bowlers in the Girls' Bowling League—Left to right, top row: Marion Tolman, Ernestine Campbell, Maude Kaler, Agnes Hefferan, Helen Curran. Bottom row: Margaret Kelley, Genevieve Pare, Helen Gustafson, Agnes Foley, Gladys Duncan.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

HAPPINESS
AND SUCCESS
TO YOU ALL
BIRD
& SON
INCORPORATED
1928 · 1929